

FEBRUARY, 1964

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE



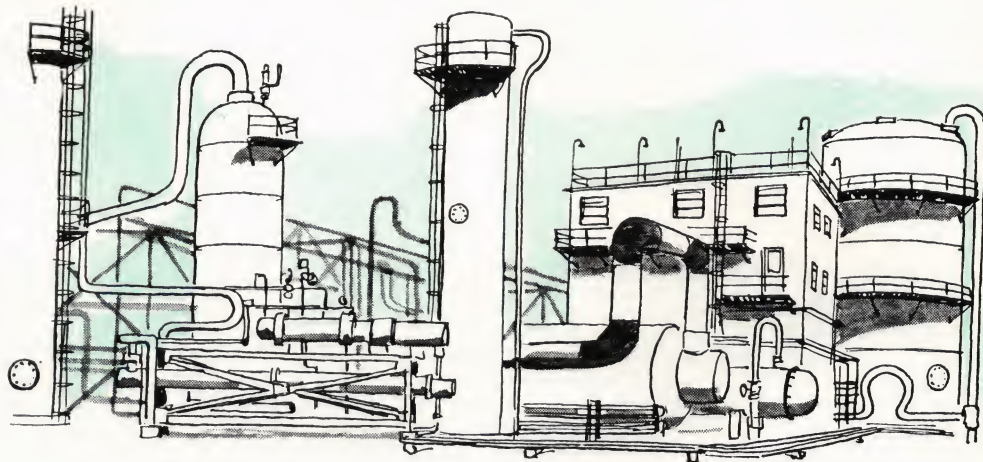
NATIONAL FREIGHT AGREEMENT WON

Contract Goes To Members For Vote

See page 4

*The
Teamsters
Salute*

JERSEY CITY



JERSEY CITY, New Jersey, 48th-ranking U. S. city in population, is one of the most-concentrated industrial sites in the nation. Located on a peninsula between the Hudson River and New York Bay on the east, and the Hackensack River and Newark Bay on the west, it is the county seat of Hudson County and the second-largest city in the state.

The site was purchased by Michael Pauw, Burgomaster of Amsterdam, Holland, from the Indians in 1630, the first land deed to be recorded in New Netherlands. The other parties to the transaction proved to be "Indian givers" and drove the white inhabitants out of the area in 1654. Peter Stuyvesant, Director General of New Amsterdam, bought the land a second time in 1658. The region was a busy battle area during the American Revolution. Jersey City was first incorporated in 1820.

Modern Jersey City has an area of 19.2 square miles in the heart of a metropolitan market of over 15 million people. There are 11 miles of water frontage and a 45-foot channel to the port's vast wharves.

Of the labor force totalling more than 113,000, in excess of 37,000 people are employed in a diverse complex of manufactures numbering approximately 600. Containers, soaps, chemicals, electronics, automobile assembly, printing, paints, medicines and machinery only begin the long list of major Jersey City manufacturers.

Transportation is the breath of life to Jersey City. It is located on or near every arterial highway leading to and from neighboring Manhattan, only some 10,000 feet away as the seagull wings it. More than 100 trucking companies, eight railroads and many bus and air lines also move people and commodities in and out of bustling Jersey City. A current program of significant social value is the urban renewal plan focused on the center of the city; Journal Square. More than \$100 million is earmarked for ultra-modern residential and commercial construction in a 450-acre city center "facelifting" scheduled for completion about 1967.

A vigorous Teamster salute to busy, vibrant, Jersey City!

America's Cities—No. 48 in a Series



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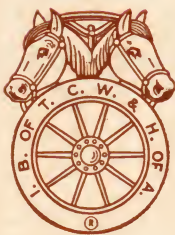
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Everyone Is Discovering POVERTY IN AMERICA



The International Teamster has an average monthly circulation of 1,470,086 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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Message from the General President

Heartening News

IT HAS BEEN a long time since the working people—and particularly the non-working people—of the land have been singled out for attention by a President in his State of the Union message to the Congress.

But when President Lyndon B. Johnson issued his "Declaration of War on Poverty" in his State of the Union address, there glimmered a hope that in the near future the resources and the wealth of this nation will be used to build human resources.

Too long have too many of our citizens been left to fend for themselves in a sea of circumstances which made their lot hopeless. Too long have we chosen to ignore those who because of lack of skill, education or because of their race have not shared in the nation's affluence.

True, President Johnson knows this is election year, but, as a leading magazine commented recently:

"To be sure, it was a highly political speech. But it was also good policy, and good policy is the best politics—if one has any confidence in democracy."

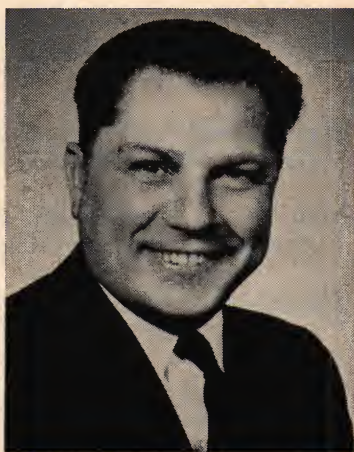
Experienced, as he is, in the field of politics, President Johnson challenged Congress to forget some of its negative approaches.

Said Johnson:

"Here in Congress, you can demonstrate effective legislative leadership by discharging the public business with clarity and dispatch, voting each proposal up or voting it down, but at least bringing it to a fair and final vote."

In other words, Johnson told the Congress not to bottle needed legislation up in committee. He told committee chairmen not to kill legislation simply by refusing to hold hearings on bills they do not favor.

This is heartening news to those of us who have



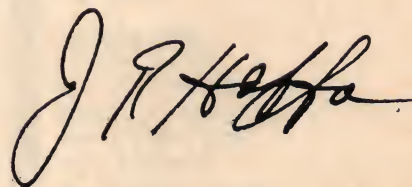
supported progressive legislation over the years, but have been frustrated by negative Congressional rules which protect the status quo except when a situation becomes so desperate that politicians have no other course but to act.

It must have been heartening news, too, to those millions who live in America's pockets of poverty, and until now have been ignored when they should have been high on the priority list.

Nearly everyone these days is discovering that there is poverty in this country. Now that the problem has been given articulate expression by the highest office holder in the land, it behooves us all to get behind the program and insure that something is done about poverty in America.

Those of you who work under a good Teamster contract should write your congressional delegation urging it to support the President in his war on poverty.

President Johnson may not have gone as far in outlining measures to attack poverty as some of us would have had him go, but now that the war has been declared, there should be no draft dodgers among us.





On-the-Job Cassidy Off

Arthur D. Cassidy, a member of Teamster Local 792 in Minneapolis, Minn., and an employee of Glenwood-Inglewood, a pioneer water firm, retired from the job recently with a record of not missing a work day because of illness for the past 30 years.

Cassidy, 65 years old, went to work for the company delivering water and ice with a horse and wagon in 1921. At the time of his retirement, he was a route supervisor.

White Retires At Local 860

Thomas White, secretary-treasurer of Teamster Local 860, retired early this year and enjoyed a testimonial dinner for service to his union and the city of San Francisco.

In addition to his union duties, White served on numerous committees and commissions in the Bay Area during the past 20 years.

Teamsters Put On Commission

Two Teamsters Union officers were appointed to the San Francisco Bay Area Transportation Study Commission recently by California Gov. Pat Brown.

Named to the 37-member commission were Henry Schwab, president of Teamster Local 216, and Timothy

Richardson, welfare officer for Teamster Local 85.

The commission will study the Bay Area transportation problem and will concern itself with all freeways, bridges, transit systems, air and sea-port facilities. It is being supported by federal, state, and local funds.

Members Win Safety Awards

Sixteen members of Teamster Local 557 in Baltimore, Md., recently won awards for achieving driving records of a total of more than 200 years without a chargeable accident.

Rome Knight and Leroy Stitz were honored with wrist watches for their high records of 19 years of safe driving each. The awards were made by the company, W. T. Cowan, Inc.

Commendation For Teamster

John Keiling, a member of Teamster Local 46 in New York City who devotes 4 hours a week to serving as an auxiliary officer for the Queens Civil Defense Auxiliary Police, recently received a commendation for a civil service performed while "off duty."

An official memorandum noted that Keiling, a corporal since promoted to sergeant, was driving to work early one morning when he observed a man armed with a rifle which he was aiming at a pedestrian.

Keiling stopped his auto, jumped

out and subdued the man with the gun. During the struggle, the rifle was discharged, but the cartridge misfired.

Keiling has received other commendations in the past including one for helping to recover a stolen automobile.

Joint Council Forms Charity

Teamster Joint Council 41 recently established a new charitable organization known as the Greater Cleveland Teamsters Charity Fund, Inc., and already has distributed more than \$16,000 to 17 different organizations.

The fund was formed to bring several separate Teamster charity programs together under a single plan to avoid duplication.

In the initial grants, \$2,000 went to the Holy Family Cancer Home and donations of \$1,000 each went to Blue Coats, Inc., Cardinal Cushing Home for Retarded Children, Little Sisters of the Poor, the Phyllis Wheatley Home, the Salvation Army, and the Shriner's Hospital for Crippled Children.

Smaller grants went to the Bellefaire Children's Home, the Eastern Star Home for Aged Women, the Mantefiore Home for the Aged, the Orthodox Jewish Children's Home, the Stella Maris Home, the Sisters of the Most Holy Trinity, the Orthodox Jewish Home for the Aged, and Parents Volunteer Association for Retarded Children.

Local 56 Man Given Medal

Adam Hermann, a member of Teamster Local 56 in Sheboygan, Wis., recently received the bronze star medal for World War II action.

Hermann, a member of the 334th regiment at the Sheboygan Army Reserve training center, was cited for action against an armed enemy.

The 51-year-old Hermann served as a platoon sergeant in the 3rd Division. He took part in major battles in Italy, France, and Germany and also saw service with French forces.

Besides the bronze star, Hermann also holds the silver star with clusters for gallantry in action and 3 purple heart medals for wounds received in action.

Hermann, a truck driver, has continued in the active army reserve since his honorable discharge at the end of World War II.

STATE OF THE UNION

Hoffa Bargaining Team Wins

National Freight Agreement In Chicago

A NATIONAL contract for 450,000 rank-and-file Teamsters has been negotiated in Chicago with over-the-road and local cartage employers.

Approved by the 40-man national freight bargaining committee, the agreement now goes back to nearly 500 local unions for approval by the rank-and-file.

The historic document, first national contract ever negotiated in trucking and local cartage, represents the culmination of 40 months of planning

and bargaining. During those 40 months, under the chairmanship of Teamster President James R. Hoffa, area-wide agreements with a nation-wide contract pattern were negotiated.

With this preparation behind him, Hoffa led negotiators into Chicago for contract talks for the national agreement and led them out with a contract without a single hour lost on the picket line.

Hoffa had announced prior to negotiations that he and his team of nego-

tiators could bargain for and get a nation-wide agreement without a work stoppage, and they did.

Long-time labor observers were contrasting the successful trucking negotiations with those for the last national contract in steel and the one still hanging fire in rails.

Fresh in the nation's memory is the role played by the government which stepped in to restrain wages, and to send negotiators to the bargaining table well in advance of the

THREE O'CLOCK in the morning sessions like this one went into the negotiation of the first nation-wide contract in over-the-road and local cartage wrapped up last month in Chicago. The historic document provides 450,000 rank-and-file

Teamsters with wage gains, improved fringe benefits, and a workable labor agreement with 16,000 trucking firms across the nation for the next three years.





POLICY COMMITTEE of the national freight negotiations reviews the proposed agreement prior to stamping the contract with their approval for submission to the rank-and-file. Seated in the middle of a group of interested policy committeemen is International Vice President Gordon R. Conklin.



UNION SESSION is led by Teamster General President James R. Hoffa, who was chairman of the Union bargaining committee. Here an important point is hammered out before reconvening sessions with the management committee which later gave approval to the contract in its own private session.

steel contract expiration date.

And, there is still the vivid recollection of the late President Kennedy taking Roger Blough of U.S. Steel to the mat over the industry's price increase.

Negotiations for the national freight

agreement began December 10, 1963, recessed for the holidays, and were completed January 15, 1964.

Students of collective bargaining are still observing the fiasco of compulsory arbitration enacted by Congress in the rail dispute. Having lost a

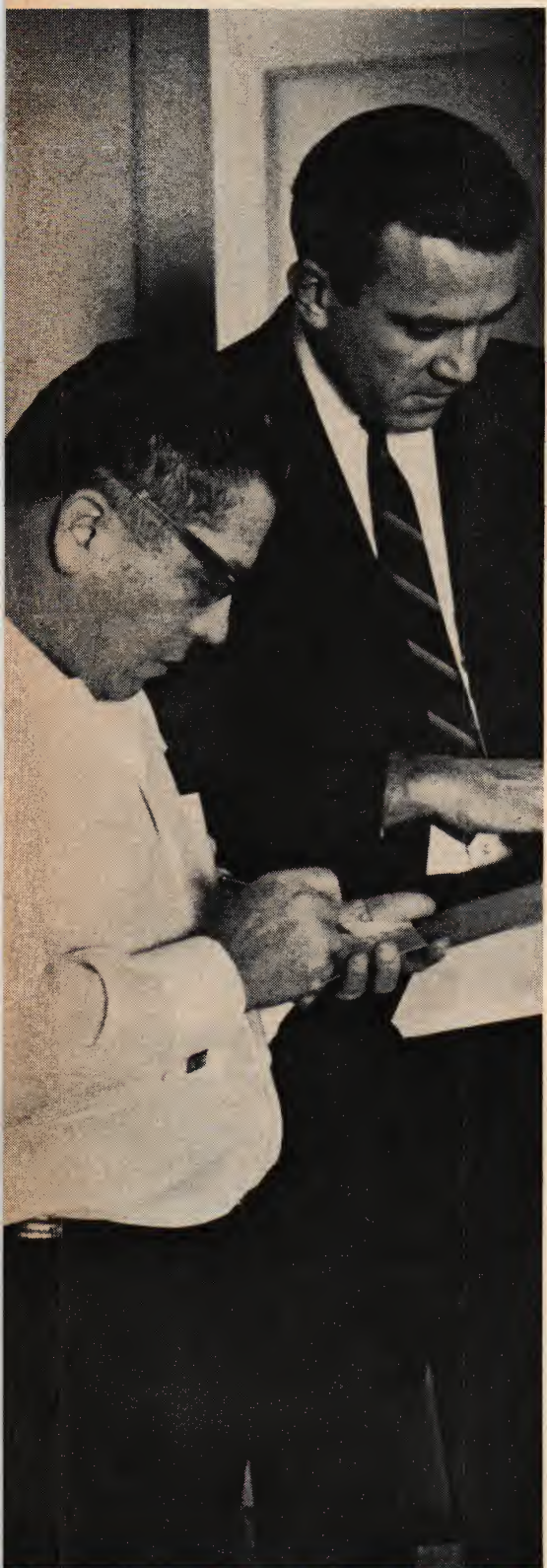
round in U.S. District Court, the Railroad Brotherhoods have asked for a stay of the district court order while they take their case to the U.S. Supreme Court.

Then, last but not least, there is the spectacle of Congress's greatest

SECTION BY SECTION, the new national agreement is reviewed by policy committee members in Chicago where the historic document was hammered out in less than six weeks of bargaining sessions. Members shown here left Chicago to present the contract to rank-and-file for approval.

A LEGAL POINT is thrashed out with David Previant, seated, Teamster general counsel. Other members of the bargaining team look on as Previant and Hoffa work out intricate contract language. Left to right, Walter Shea, Vern Melton, and Roy Williams.





HALL CONFERENCE: Teamster Bargaining Chairman James R. Hoffa and assistant Walter Shea use hallway outside bargaining room for private conference on a contract point.

scare monger and labor baiter, John McClellan, Senior Senator from Arkansas. Just before the national agreement was signed in Chicago, McClellan in Washington, D. C., gave the Senate another in his long-line of repeat performances of his one act play: "Hoffa Will Call a Nation-wide Trucking Strike."

Although plugging to place transportation unions under anti-trust laws, McClellan proved again that he has little knowledge of collective bargaining, no knowledge of the freight industry, and possesses complete ignorance of the intricacies of transportation.

Each truck rolling in an American city today or over an artery of the nation's sprawling highway system mocks McClellan's "nation-wide" strike scare mongering, and his proposed law to treat as commodities people who settle their labor problems in free collective bargaining.

The new Teamster contract is the first nation-wide labor agreement ever to be negotiated without a strike.

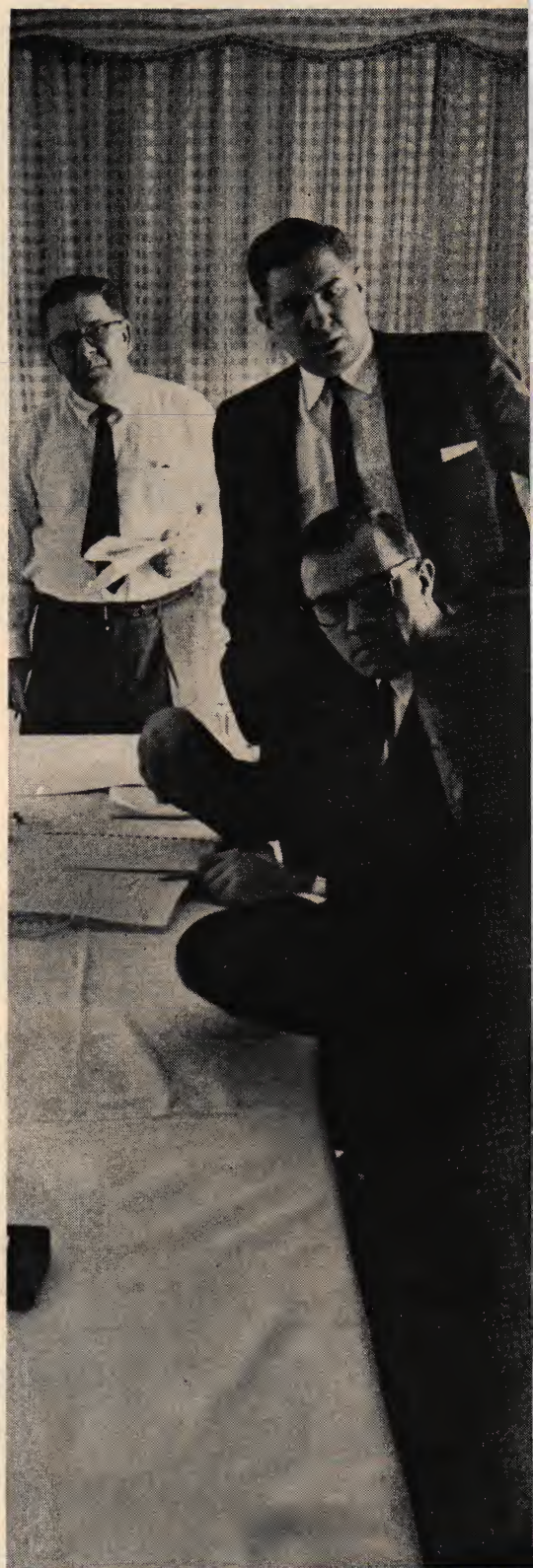
Hoffa began standardization of wages, hours and conditions on a national basis for Teamsters as far back as 1937 with the organization of the National Truckaway, Drive-away and Car Haulers Conference for truckers who transported automobiles out of Detroit's manufacturing centers and distributed them throughout the country.

In 1940, Hoffa became negotiating chairman of the Central States Conference's Driver's Council, and in 1955 he brought 14,000 employees under a single contract with a history-making local cartage agreement.

With this and more than 30 years of bargaining experience behind him, he spent the last 40 months as chairman negotiating area-wide freight agreements in 13 areas as stepping stones to a national agreement which rank-and-file members will now vote upon without having lost an hour of time on a picket line.

On Our Cover

Cover photo shows Teamster President James R. Hoffa, and C. G. Zwingle, chairman of management negotiating committee, shaking hands to signify agreement on national freight contract. Hoffa directed negotiations for the Union.



SESSION OVER: Teamster policy members huddle after contract session. At far left, Teamster Vice President Frank Fitzsimmons is interested participant in discussions.

***National Freight Agreement Highlights**

1. Increases in the hourly rate of 10 cents the first year, 8 cents the second year, and 10 cents the third year of the agreement.

2. Cost-of-living: First adjustment February 1, 1966, based on the cost-of-living index differential between June and December 1965. The second adjustment, based on the December, 1965, cost-of-living index, on March 31, 1967.

3. An additional \$1 per week per man for pensions this year, and an additional \$1 February 1, 1966.

4. An additional \$1 per week per man for health and welfare this year, \$1.50 next year, and 50 cents the third year of the agreement. (Five cents of this is earmarked for dental care and eyeglasses.)

5. A basic increase in mileage rates of one-quarter ($\frac{1}{4}$ c) cent each year of the agreement for a total $\frac{3}{4}$ cent increase.

6. Additional vacation pay for two-man sleeper operations of \$4 this year, \$3 next, and \$4 the third year of the contract.

7. Four weeks vacation after 16 years of service.

8. Increase of \$1 per day in flat lodging rates, and an additional meal allowance on layover of 25 cents per meal.

9. On two-man sleeper operations, requirement for layover pay reduced to 13 hours.

10. Payments by employer to health and welfare and pensions for man injured on the job will be increased from 6 to 12 months.

11. Fifteen per cent (15%) of all employees of any one employer will be allowed to take vacations between May 1 and October 1 each year to allow vacations coinciding with family schedules.

12. Employer agrees that all dormitories in new terminals will be sound-proofed, air conditioned, and will be equipped with shower or bath, and all lodging will meet present day standards. No lodging provided by employer will include bunk or double beds. Bedding must meet prescribed sanitary conditions; mattresses must comply with width and depth specifications, and violations will be subject to grievance machinery.

13. A moonlighting provision stipulates that employers may not work any one in any capacity who is otherwise regularly employed, with a double time penalty provided after employer is served with one notice.

14. Employer agrees to card check for recognition in any new organization.

15. Agreement contains the regular maintenance of standards clause, insuring that no employee will lose wages or benefits he may enjoy over and above the new agreement.

16. Agreement runs until March 31, 1967.

**All increases are effective on the anniversary date of the contract under which members are currently covered. *Any benefits or wages listed here are basic benefits and wages. Any variations, negotiated to eliminate differentials, will be spelled out in rank-and-file meetings where they apply.*

**Contract is subject to approval by rank-and-file.*



INTERNATIONAL BROTHERHOOD OF TEAMSTERS
Chauffeurs, Warehousemen and Helpers of America

Easing the Load

Secretary English Briefs Auditors On Techniques to Assist Locals

GENERAL Secretary-Treasurer John F. English last month completed a 3-day meeting with International Union auditors in Washington, D.C., during which the central theme was:

"What can the General Secretary-Treasurer's office and the International Union auditors do to make bookkeeping chores of the local union secretary-treasurer an easier task?"

One of the most important items on the agenda was final review by auditors with English and International Comptroller William Mullenholz, of Sections 7 and 8 of the Manual for Local Union Secretary-Treasurers.

The final sections of the manual

will go into effect shortly and are to become an integral part of the overall system of local union operation, English stated.

Obviously proud of the Teamster bookkeeping system, English commented at the meeting that the system must be followed by all local unions. He said: "Those few locals not using the system entirely must do so immediately."

Final process in the system is a computer in the International Union office into which data from the local unions is fed.

It is a system which took four years to perfect and put into operation, and government officials privately

admit that it is the finest bookkeeping system ever prescribed for locals by an International Union.

Throughout the meeting, English stressed to the auditors and to personnel in his office that their job is one of cooperation with local unions when they go in to audit the books.

"We used to be looked upon as spies in a foreign camp when we went into a local union to audit books," English recalled. "But today, it is pretty generally recognized that the auditors are there to help local unions do a creditable job of keeping their local union records."

"Under today's laws and the various reporting and disclosure acts, the



General Secretary-Treasurer John F. English (extreme left) leads a session of a three-day workshop held in Washington D. C., last month for International Union auditors. Shown, left to right, are English, Robert McQuarrie, auditor; James

'Bill' Coakley, auditor; John Newman, auditor; William Mullenholz, International Union comptroller; J. R. Braddock, Jr., auditor; William Thomas, machine records supervisor; Floyd Early, auditor; James Casey, assistant comptroller.

Court Upholds IBT Contract Reversing Kentucky Decision

auditor has become a very important friend. A local union officer can make an innocent mistake and be in serious trouble with the law. These are things auditors try to prevent."

Mullenholz reported that records of 85 per cent of the membership are kept in the local unions on a National Cash Register bookkeeping machine. Information registered on these machines is "locked in," and is a part of every per capita report the local unions file with the International Union.

Describing the part the General Secretary-Treasurer's office plays in the operation of the International Union, English stated:

"If, through a uniform bookkeeping system and through our auditors we can ease the burden of the local union secretary-treasurer, we will have performed a valuable service.

"Today, the local union official is faced with a multitude of reports and forms. He needs the tools to perform his duties in the efficient manner he desires for the membership, and he deserves the protection of a system designed to comply with the law."

International Union auditors—there are five of them—audited the books of 172 local unions during 1963, in addition to fulfilling special assignments throughout the year.

Last month's session with the auditors in International headquarters has been installed as an annual get-together by General Secretary-Treasurer John English.

• Capitol Stewardesses

Stewardesses for Capitol Airways, Inc., voted overwhelmingly in a recent National Mediation Board representation election to go Teamster.

Of 28 stewardesses eligible to vote in the NMB election, 19 cast ballots in favor of the International Brotherhood of Teamsters.

Henry Breen, director of the IBT Airline Division, said negotiations for an inaugural contract would begin soon after upcoming meetings of the new members.

Capitol Airways is a so-called supplemental carrier flying military and civilian charters along with air freight.

Addition of the Capitol stewardesses to the Teamsters Union roster is the second group of stewardesses favoring IBT representation. Flying Tigers stewardesses are now negotiating their second Teamster agreement.

A Kentucky Court of Appeals decision that described the machinery of a Teamster contract as "arbitrary and violative of natural justice" was reversed recently in a ruling by the U.S. Supreme Court.

The ruling upheld an International Brotherhood of Teamsters collective bargaining agreement providing for submission of merger questions affecting workers to arbitration by a joint employer-union committee.

The litigation began after the merger of 2 trucking firms that had contracts with Teamster Local 89 in Louisville, Ky. The companies were Dealers Transport Co., of Memphis, Tenn., and E & L Transport Co., of Detroit, Mich. Most of their work involved carrying automobiles for Ford Motor Co.

In 1961, however, the firms were informed by Ford that only a single company was needed. Ford was taking advantage of railroad "piggyback" service.

The truckers decided to merge. At the time, both Dealers Transport and E & L were members of a multi-employer bargaining unit under contract with the National Truckaway and Driveaway Conference of the Teamsters Union.

As required in the agreement, a

Conference committee was set up to arbitrate any knotty problems, and ultimately it found itself ordering a dove-tailing of seniority of all the employees of the 2 companies.

A group of Dealers Transport employees—low men on the seniority totem pole because the company was the youngest of the firms—were left out after the dove-tailing. They filed a court suit, charging that they were not fairly represented, and asked that the committee ruling be thrown out. They also asked for heavy damages.

A lower court threw out the case which was then taken to the Kentucky Court of Appeals. The latter court ruled in favor of the workmen, noting by the way that the Teamster agreement was, in its opinion, "arbitrary and violative of natural justice."

Supreme Court Justice Byron R. White wrote the decision. He emphasized particularly that the employer-employee committee had been authorized to act as it did, and noted that the workers had failed to make out a case under the collective bargaining agreement.

At one point, the ruling read: "As far as this record shows, the union took its position honestly, in good faith, and without hostility or arbitrary discrimination."

Gift for Children's Home



Teamster Local 879 of Hamilton, Ontario, presented a gift to The Hamilton and District Association for Retarded Children last Christmas—a small bus to transport the retarded children between their homes and their training schools. Taking part in the presentation were the following Local 879 officers (left to right): Royce Arnold, trustee; Joe Contardi, business representative; Ray Taggart, president; Doug Fisher, recording secretary and business representative; Gord Prodder, secretary-treasurer; Doug Arnold, trustee, and Albert Marinelli, business representative.

Bid for Freedom

N. Y. Telephone Co. Plant Employees Seeking Teamster Membership

IF YOU ARE a worker for one of the subsidiaries of the Bell Telephone System, you don't command much respect at the bargaining table.

You don't, in fact, easily change union affiliations, if the Bell System thinks its profit structure can best be served by you belonging to your current union.

Twenty-five thousand New York Telephone plant workers are finding these two truths to be unassailable.

Nevertheless, these workers—linemen, cable splicers, installers, repairmen, truck drivers, switchmen, clerical workers, desk men and framemen—stand on the threshold of casting off the Communication Workers of America—a union publicly-preferred by the Company—and joining the

International Brotherhood of Teamsters.

They will have their opportunity to vote for the Teamsters as their collective bargaining representative in a National Labor Relations Board election conducted between January 31 and February 14th.

That these workers are serious in their current disgust over representation by the Communication Workers of America was dramatically demonstrated recently at a mass meeting attended by more than 8,000 of Local 1101's 10,000 members. The members nearly unanimously voted to disaffiliate with CWA, and a day later the union's executive board voted to seek affiliation with the Teamsters.

The rank-and-file's main complaint

is wrapped up in the profit structure of American Telephone and Telegraph.

AT&T recently announced that its 1963 profits set an all-time record for any U.S. corporation. Net profit in the 12-month period ending November 30, 1963, exceeded \$1.5 billion, compared with the previous record of \$1.4 billion for General Motors in 1962.

Yet, the wage picture of the New York Telephone Company plant worker has deteriorated sharply in the last few years. Directly after World War II, the skilled workman for the telephone company stood third among the nation's skilled occupations.

Today he is 23rd.

In New York, telephone workers

Stewards Hear Hoffa



More than 1,200 stewards and their guests heard General President James R. Hoffa address the 7th annual Stewards' Conference and Banquet sponsored by Teamster Local 743 in Chicago. Donald Peters, president of Local 743, also

addressed the banquet. The Local 743 Stewards' Conference is one of the largest events of the kind held within the International Brotherhood of Teamsters. One of the honored guests at the gathering was Congressman Roman Pucinski, Illinois Democrat.

pay their entire medical and hospital insurance costs. Under a Teamster contract, medical and hospital costs and pension premiums are entirely paid for by the company for which the employee works.

Thirty per cent of a retired worker's social security payments are deducted by the company from his pension.

If the workers' wages were piled up as their grievances have under CWA's ineffectiveness and inaction, the New York Telephone Company plant worker might be happy.

The New York Telephone plant employee works under a contract which does not provide for a union shop.

Too, Joe Beirne's pious lectures about the lack of democracy in the Teamsters have the ring of the hypocrite. In Beirne's union, dues are checked-off directly to the CWA international office by the company. CWA local unions live under the trickle down theory—whatever the international union determines the local union shall have of its members dues.

This is not true in the Teamsters where the rank-and-filer pays his dues either in person or on checkoff to the local union and the local union sends the International a predetermined per capita tax.

The wrath of the rank - and - file worker is directed not at the company alone. He knows the company as the most sacrosanct, profitable monopoly in the nation, a private corporation oriented public utility which was so successful in congressional lobbying that it was recently given Telstar, even though the communication satellite was developed by government technicians at taxpayers' expense. They know Beirne went to bat for the company on Telstar.

But being head of the CWA does not insulate Beirne from sharing rank-and-file wrath with the company.

The rank-and-filer knows Beirne as the man who years ago got his start in unionism when he suddenly turned up to head a company union Bell set up to keep workers in check.

He is accused of carrying water on both shoulders and of having been company oriented from the beginning.

The rank-and-filer looks at his paycheck and knows Beirne as a labor leader who won't fight for a good contract, who subscribes to government wage restraint guidelines hook, line and sinker, and who is much



"Oops! Wrong address."

more welcome in high government and company circles than he is at a rank-and-file meetings. Silk coat and tails are no longer compatible with the cable splicer's dungarees.

Too, the rank-and-filer's nausea at Beirne's beginnings as head of a company union is enhanced when they recall that not too many years ago Joseph Beirne was named one of the 10 outstanding young men in America by the U.S. Junior Chamber of Commerce—an "honor" which 29-year-old Anthony Scotto, ILA vice president and president of ILA Local 1814, of Brooklyn, recently turned down as not becoming to a union official.

The rank-and-filer knows, too, that any attempt to shake off the company-

preferred Communication Workers of America brings pressures, such as the company's recently admitted practice of sending supervisors to contact the rank-and-file and conduct an "informational program" to make the employees "aware of the record of the Teamsters."

They know CWA President Joseph Beirne, too, as a labor leader who has made all kinds of charges against the Teamsters from afar, but has yet to accept a challenge to face-to-face debate—such as the one currently pending and issued by John J. O'Rourke, President of New York Teamster Joint Council No. 16.

But, whatever the individual thoughts of the rank-and-file plant telephone worker in New York State, all opportunity for a change in affiliation is on the line now that Teamsters have secured an election in accordance with a preponderance of interest shown by these workers.

Said Harold J. Gibbons, Teamster vice president and head of the Teamster's national communication division, "we can now expect Beirne to sling a lot of mud, but you won't hear him discussing New York Telephone Company plant workers' wages, hours and conditions in public. He can't afford to."

First Pension Checks



The first pension checks drawn up for retired drivers and helpers in the scavenger industry under a plan negotiated by Teamster Local 731 and the Chicago and Suburban Refuse Disposal Assn., were awarded recently. Shown during the presentation are (left to right): Standing—Larry Manahan, president, and Matt Boss, secretary-treasurer of Local 731, both pension fund trustees; John Christensen, retiring after 35 years; Marius Nielsen, retiring after 37 years; Harold P. Jensen and Thomas Tibstra, employer trustees on the fund; Seated—Neil Lund, retiring after 34 years; William T. De Boer, 51 years; John Henry Davis, 44 years; William H. Heppert, 20 years, and Hans Boll, 42 years. The employer-paid pensions also provided for disability retirement.

Springmeier Pact Gains \$5,000 In National Teamster Agreement

More than 220 new Teamsters Union members, employees of the Springmeier Shipping Co.—a major freight forwarder—have ratified an agreement that will guarantee them a wage gain of nearly \$5,000 over the life of the contract which will be in effect through April 1, 1967.

An average of \$1,650 per employee will be gained in each year of the agreement, bringing the wages and fringe benefits of Springmeier workers into line with those being paid other Teamsters Union members in the motor freight industry.

The Springmeier workers were formerly represented by the Brotherhood of Railway Clerks, an alliance which they recently abandoned in favor of the International Brotherhood of Teamsters.

Under their new Teamster agreement, the Springmeier workers will have minimum monthly pension protection of from \$150 to \$200 in addition to Social Security or railroad retirement.

In addition, all previous service with Springmeier will count toward the Teamster pension eligibility credit, and the members will retain their eligibility should they transfer to another employer operating under a Teamster contract.

Besides bringing wages up to par, the contract improvements wrought by the Teamster negotiators included the following:

—Full retroactive pay ranging in excess of \$100 for many employees.

—Wage and catch-up increases ranging from 28 cents to 98 cents



per hour over the term of the agreement.

—Cost-of-living protection plan.

Other standard Teamster contract language went into the agreement, guaranteeing the new members the best collective bargaining pact they can have. Altogether, there were 78 improvements over the old BRC agreement.

Additionally, Springmeier agreed to become a party to the National Freight Agreement just negotiated by the IBT to cover more than 450,000 members in the motor freight transportation industry.

Springmeier workers are now receiving full-time union representation from the following Teamster local unions: 25 in Boston, 41 in Kansas City, 107 in Philadelphia, 375 in Buffalo, N.Y., 557 in Baltimore, Md., 560 in Jersey City, N.J., 600 and 688 in St. Louis, 667 in Memphis, Tenn., and 807 in New York City.



Members of the Teamsters Union negotiating committee that recently drew up a first contract with the Springmeier Shipping Co., a major freight forwarder, were (left to right): Seated—Springmeier employees W. D. Stehly, Ed Gutterman, Frank Garofalo, and Joe Barks; standing—Charles W. Grogan, president of Local 600, Buddy Bayer, Local 600 business representative, and Ron Gamache, Local 688 business representative.

National Carloading Election Set

The National Labor Relations Board has ordered an election among all office and dock employees of the National Carloading Co., but a date still was not set as *The International Teamster* went to press. Some 350 National Carloading workers in 70 cities will be eligible to vote in the election requested by the Teamsters Union. The workers presently are represented by the Brotherhood of Railway Clerks but, like the Springmeier employees, expressed dissatisfaction with their obsolete contract and have come to the Teamsters Union for help.

\$180,000 Victory

Long Back Pay Struggle Won By Local 662 for 25 Members

One of the most significant labor decisions in Wisconsin history involving nearly \$180,000 in back pay for 25 Teamsters Union members was won recently by Local 662 in Eau Claire to climax a 5-year dispute with Rice Lake Creamery Co.

A National Labor Relations Board examiner recommended the board reinstate the employees along with accumulated back pay of \$179,720.53.

Milton Veleke, secretary-treasurer of Teamster Local 662, said it could still be many months, however, before the members actually receive the money due them because the company has indicated that if the Board approves the examiner's findings, the company probably will appeal through the courts.

If the \$180,000 back pay were to become tied up in the courts, it would mean another legal go-around in a case that already has seen more than its share of litigation as the creamery has fought every inch of the way to avoid giving the workmen due consideration.

Throughout the case, the local union has contended—and was upheld in its charge—that the 25 Rice Lake employees were unlawfully refused reinstatement to their jobs after exercising their legal right to strike in protest of unfair labor practices by the employer.

The men walked off their jobs June 22, 1958. When contract negotiations between the company and the union broke down completely, the local filed complaints of unfair labor practices. A U.S. Circuit Court of Appeals found the company guilty of such practices and a year ago the U.S. Supreme Court rejected a company request to review the lower court ruling.

Veleke said that Rice Lake then was placed under a court order obligating it to bargain with Local 662. Instead, the employer attempted to offer reinstatement to the workers on a piecemeal basis and then mistreated a few employees who did return to work by further discrimination and job assignment. The union obtained

still another order, this one requiring the company to make new offers of reinstatement to the employees.

Last May, NLRB Trial Examiner Samuel Ross held a week-long hearing and announced his recommendations in mid-December.

He found that the employer had engaged in an intentional effort to discourage employees to return to work and to abuse those that did come back to the job. In some cases, the returning strikers were mistreated by other workers and harassed by management officials. Some of the abuses included:

—Dousing with water hoses.

—Being ordered to work in small enclosures that were subject to abnormally high temperatures so that an employee could not work.

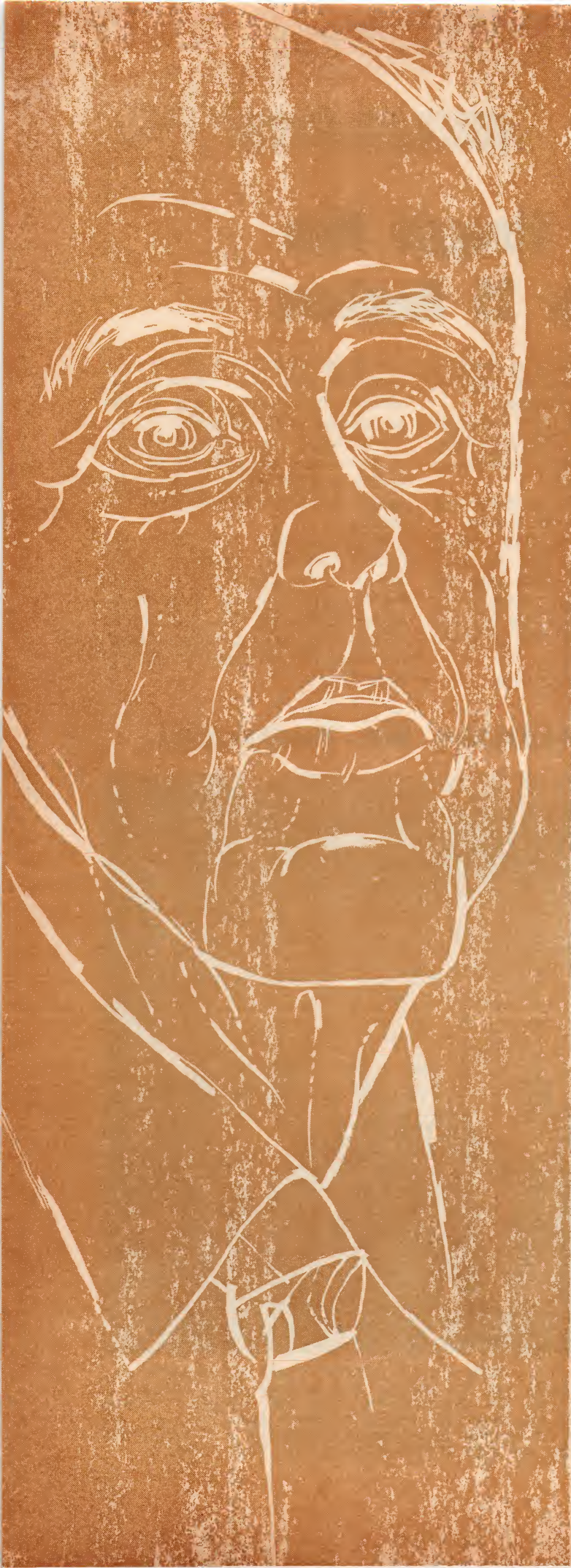
—Ordering the returning strikers to scrub floors and assigning them to skilled work for which they were not trained and had never previously performed.

Besides the back pay order of the NLRB, Rice Lake Creamery is subject to a November, 1963, order of the Wisconsin Supreme Court stipulating that the firm must pay vacation benefits to the striking employees, benefits which the company had withheld since 1958.

Foundrymen Go Teamster



Teamster Local 810 won a National Labor Relations Board representation election at Laytham Foundry, Inc., in Paterson, N.J., recently with a majority of 76 per cent of the ballots cast. Shown distributing leaflets to Laytham workers during the campaign are Local 810 organizers Joseph Lovell (far left) and Milton Finn (center). It was the third election at Laytham in 3 years. Two earlier votes were upset on Local 810's charges of unfair labor practices.



TWO RECENT happenings have dramatically demonstrated the tremendous and almost unbelievable extremes of wealth and poverty under which Americans live.

First, in New York City's Harlem, an old man sat in a cold water flat on an aged straight back chair at an aged drop leaf table. Neither chair nor table any longer retained the luster of a once proud and shiny finish, nor had they done so for many, many years.

On the table in front of the man was a small grey cash box. It was open, and at its side was a brown strap which served to hold the box lid tight where once this noble purpose had been served by the now broken lock. The strap was nearly the color of the tattered sheepskin coat the man wore against the 20 degree temperature of the room.

In the cash box was \$50, gleaned from the old man's social security check. It was a small amount of cash on today's market. But those four \$10 bills and the two \$5's loomed like a treasure in the old man's drab and desperate surroundings.

The room had a small cot near the far wall directly under a huge hole in the ceiling where the plaster long ago had fallen away from the now exposed wooden lath. A single, thin blanket and a pillow with no case lay on the cot.

A dirty sink, long ago beyond the reach of today's miracle cleansers, dripped and held a rockfish still wrapped in brown paper. That would be supper and breakfast tomorrow, and even in the 20 degree temperature of the room, it did nothing to improve the odor of the room.

The door leading out into the dark hallway hung askew, one hinge pulled loose from the door frame. The color of



Poverty and Wealth

UNBELIEVABLE EXTREMES

the walls ranged from a soot black swath which fanned up from a hot plate on a small table against the third wall, to drab olive shades where the smoke from the old man's cooking had only partially covered paint which was peeled in many places revealing a mural of misery from other years and other lives.

A long electric cord, two strands of wire interwoven and heavily covered with fly specks, came through the ceiling in the middle of the room. It suspended a 40 watt bulb in a triple socket directly over the table. From the other two outlets were two extension cords. One ran to the hot plate.

The other extension cord draped down and over the table and ran to an aged electric heater near the steam radiator. The radiator had been cold for years. The heater did not work.

The old man was philosophical. The \$50 was for his last month's rent. But he wasn't giving it to the landlord (or slumlord as such tenement owners are coming to be known). He was holding it until the owner made repairs and provided heat against the biting winter cold.

The old man was one of Harlem's rent strikers.

He had waited for the building code to be enforced. Lord knows he had grown old waiting. The flat had been in its present state of disrepair for five years.

Now he was taking matters into his own hands. If he was philosophical, paradoxically he also was cynical as at this juncture in life, it seemed emphatically clear to him that two wrongs would make a right.

The old man didn't read the WALL STREET JOURNAL, but if he had—early in December, 1963—he could have read about the other end of the spectrum of economic life in the United States.

The JOURNAL had reported that the stock option gimmick, whereby corporation executives can gain everything at no financial risk to themselves, had paid off handsomely for 11 officers of the Chrysler Corporation. Chrysler President Lynn Townsend on December 2, 1963, realized a profit of \$643,500 in six months on the corporation executives' get-rich-quick plan.

Here's the way it worked:

The stock was originally held at prices ranging from \$21 to \$31 a share. The 11 executives had the privilege of sitting back and waiting to see whether the stock rose or fell. If it fell they simply didn't exercise their option.

By early December, the stock prices had risen to a high of \$90 a share and the executives sold at a juicy profit.

Townsend purchased 17,000 shares on May 22, increasing his holdings to 21,200 at that time. On December 2nd, he sold 12,000 shares and gave away 780 for a profit of \$53.62 per share, or a total 'gift' from the company of \$643,500.

Altogether, 11 Chrysler executives sold 51,500 shares of Chrysler stock for a profit of at least \$2.8 million.

Most of the executives had bought shares in May or early June, indicating that they waited the six months minimum required by law. Under current tax law, shares must be held for six months in order for profit to be treated as capital gains and escape regular tax rates.

In Harlem, \$50 in a cash box was one man's fortune, which would be wiped out when he finally paid his rent.

On Wall Street, \$643,500 profit from a stock option deal was part of another man's fortune, and it wouldn't even be taxed at regular income rates

(Turn the page)

Everyone Is Discovering



Formula for Being Poor

STATISTICAL and economic analysis of U.S. Census and related materials has identified poverty-linked characteristics from which the risk of being poor can be calculated.

According to the National Policy Committee on Pockets of Poverty, the formula for belonging to one of the abject pockets of American poverty are:

1. Be non-white.
2. Belong to a family with no earners.
3. Belong to a family whose head is a female.
4. Be a male aged 14 to 25, or over 65.
5. Have less than eight years education.
6. Live in a rural farm area.
7. Belong to a family with more than six children under 18.
8. Live in the South.

The formula for not being poor is:

1. Be white.
2. Be between the ages of 25 and 45.
3. Be married with two children, but not more.
4. Live in a northern city.
5. Have as much education as possible.
6. Be in good physical and mental health.

I

ITEM: President Lyndon B. Johnson, in one of his first news conferences after becoming the nation's chief executive, announced that poverty legislation for the lowest income groups "occupies a high place in the priority agenda of this (his) administration."

Said President Johnson to the American Public Welfare Association at its national conference in Washington:

"If the attack on poverty is to be successful in the years ahead, we must begin now to involve ourselves much more actively than ever before."

In his State of the Union message, President Johnson issued a "Declaration of War on Poverty in the United States." Although there is nothing really new in the remedies which Johnson proposed to alleviate the suffering and despair of the nation's pockets of poverty, hope springs from the fact that problems of our poverty stricken citizens are now receiving articulate expression from the highest office in the land. President Johnson has challenged Congress to act.

POVERTY IN AMERICA



ITEM: John Kenneth Galbraith, noted Harvard economist and author of the best seller, the *Affluent Society*, proposed recently to the National Policy Committee on Pockets of Poverty that special educational districts be set up in 100 of the lowest income counties, or in the case of urban slums, more limited areas of limited equal population. These would be equipped with a truly "excellent and comprehensive" school plant, including both primary and secondary schools, transportation and the best in recreation facilities."

Under Galbraith's proposal, an elite body of young teachers would be assembled. The next year, they would proceed to the next most abysmal areas. Galbraith reasons: "To the best of knowledge, there is no place in the world where well educated people are really poor."

ITEM: The *Saturday Evening Post*, today known as a Curtis publication which itself has experienced poverty and has not electrified the business office in the same manner in which its sensational journalism may have

electrified readers, recently distinguished itself.

In its December 21—28th issue, the *Post* carried an article on poverty in the United States which should be must reading for every American.

Called "The Invisible Americans," the article by Ben H. Badkikian lead off:

"There is a world inside the United States where the American Dream is dying. It is a world where, when it rains at night, everyone gets up to move beds away from the leaks. Where there is no electricity—but refrigerators are valued to keep food safe from rats. Where regularly at the end of the month whole families live on things like berries and bread. Where children in winter sleep on floors in burlap bags and their lung X-rays at age 12 look like old men's. Where students drift hungry and apathetic through school and their parents die 10 or 20 or 30 years earlier than their country men!"

These invisible Americans are the poor, says the *Saturday Evening Post*, and they are located everywhere in

the country. "In a few places, there's scarcely anyone else," the article says.

ITEM: The *New York Times*, the nation's most articulate newspaper with two tongues, had this editorial comment about one pocket of the nation's poverty and the actions of that pocket's poor:

"The rent strike building up a head of steam in some Harlem slum areas uses methods that cannot be condoned to eliminate housing abuses that cannot be endured."

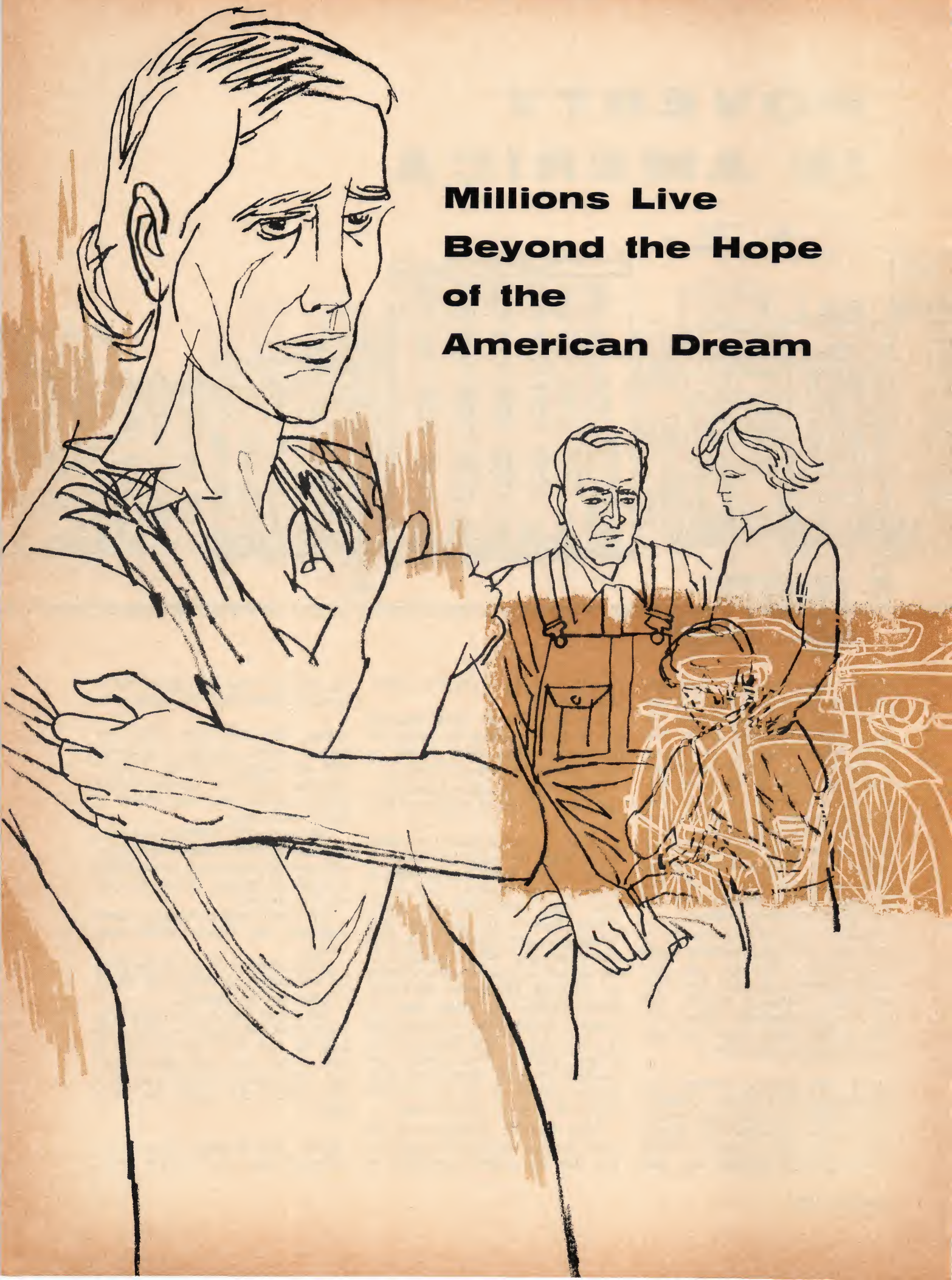
"With both tongues wagging simultaneously, the *Times* editorial continued:

"Nonpayment of rent is inexcusable, but the rotten conditions that induce it must not be ignored."

The abject poor in New York City, looking for leadership can well look past the *New York Times* which at best, in this case, and others, is saying: "All the news that's fit to print, but nothing that upsets the status quo."

ITEM: The *Saturday Evening Post* estimates there are 36 million Amer-

**Millions Live
Beyond the Hope
of the
American Dream**



icans, one in every five, who fall in the poverty-stricken classification. The National Policy Committee on Pockets of Poverty calculates that there are 20 million abject poor in America who live below minimum subsistence standards.

A 1962 report by the Conference on Economic Progress entitled "Poverty and Deprivation in the U.S." used federal statistics to show that:

—38 million Americans live in poverty.

—Another 39 million Americans live in deprivation.

Although the report is now nearly two years old, there is nothing to indicate that the number of Americans suffering such a plight has decreased. Everything indicates that the reverse is true—that *more than 77 million* Americans have little more than nothing.

II

Three things stand out above all else on the subject of America's poor:

1. No matter whose statistics one elects to accept, the richest nation in

ing more than 2 million people out of work every year and the population is increasing with explosive significance.

The latest study, a two-year research project for the Twentieth Century Fund, will be released this Spring. Already the study has shed realistic light on the problem.

Dr. Oscar Ornati, professor of economics, New School for Social Research, New York City, found in his study for the Twentieth Century Fund that:

"For a family, having the poor characteristics—non-white, living in a rural area, having a female head over 65—84 times out of 100, the entire family income will be less than \$2,500 per year and in only three cases out of 100, will their combined income be over \$100 per week."

James G. Patton, chairman of the National Policy Committee on Pockets of Poverty, drawing on the Ornati study, recently stated:

"Our analysis shows the existence of a new class of Americans—people who form a group split off from our affluent society. These people live in poverty even though the nation gen-

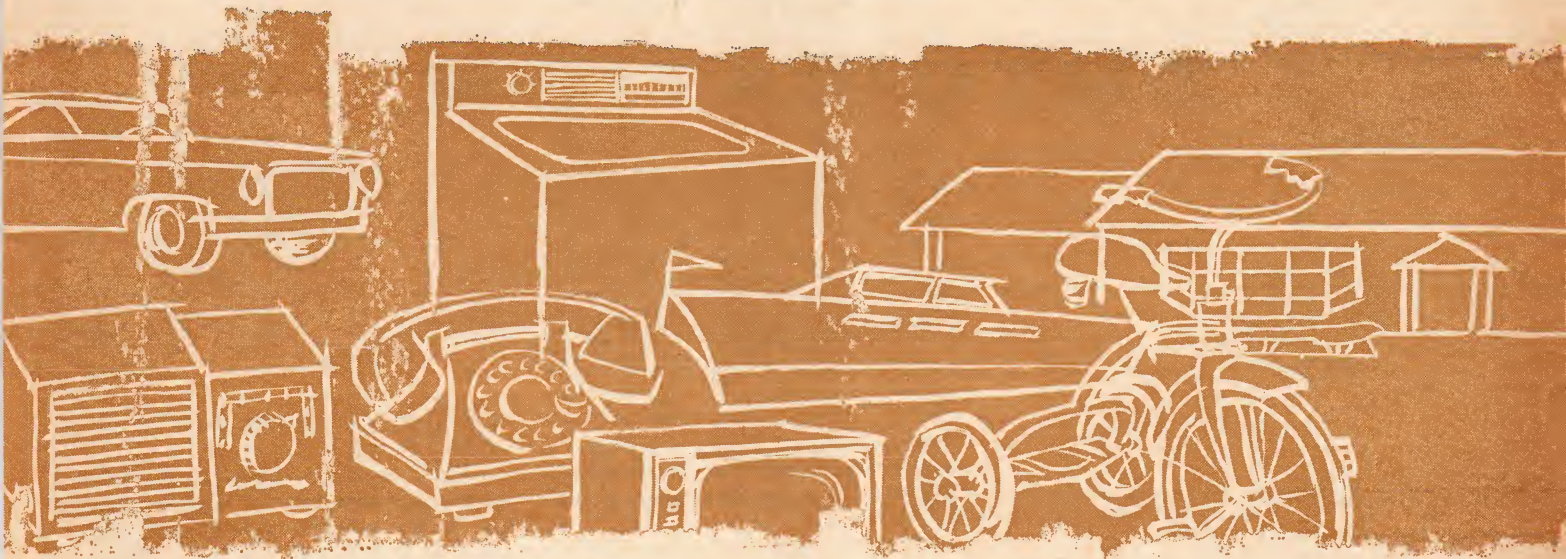
males, males aged 14 to 25, or over 65. Poor are also those with less than eight years of education, inhabitants of rural farm areas, and families in which there are more than six children under 18. Moreover, the risk of poverty in the South is greater than in other areas.

"Data for the period 1947—1960 conclusively demonstrates that except for one group—those 65 years of age and over—the risk of being poor for those with the above poverty-linked characteristics has increased.

"Population projections through 1980 show that unless remedial steps are undertaken, there will be considerably more poor—even in a *more affluent America*."

In other words, the economic disparity between the old man in the Harlem flat and the President of the Chrysler Corporation will be even greater.

One of the conclusions which the Committee on Pockets of Poverty reaches is that new methods must be employed to eliminate poverty. Reliance on the old theory that poverty can be eradicated alone by increasing the national growth rate is no longer



the world is plagued by pockets of poverty of gigantic proportions.

2. There seems to be a stirring of recognition of America's poor in high places and a faint flicker of hope that those who mold public opinion can awaken pangs of conscience among officials who can do something to help the nation's poor.

3. No matter what the exact figure is, the job picture in the United States gives proof that the number of poor will increase if the problem is not attacked with vigor now. Automation and technological advance are throw-

ing more than 2 million people out of work every year and the population is increasing with explosive significance. When the economy dips, their plight worsens, but when it rises they benefit little if at all."

Patton continued:

"Statistical and economic analysis of U.S. Census and related materials has identified the poverty-linked characteristics from which the risk of being poor can be calculated.

"The contemporary poor are the non-whites, families with no wage earners, families whose heads are fe-

economically sound.

Galbraith in his address to the Committee had this to say:

"Those who argue that a steady expansion in economic output is a necessary condition for the elimination of poverty have a valid case. People who are able to participate in the economy must have a chance for jobs. And there continues to be good reason for seeking a broad and equitable distribution of the revenues (profits) from production.

"Despite considerable propaganda to the contrary, the greatest need of

the moment is not a decision to be tender to the well-to-do. Their situation is not so desperate as popularly represented. Also, one makes an economy work not by rewarding the rich, but by rewarding all who contribute to its success."

This opinion very nearly parallels that expressed by Teamster President James R. Hoffa last month before the Holland subcommittee in the Congress when he called upon congress to set labor free from repressive labor laws so that it can bargain for a more equitable distribution of the nation's wealth.

Hoffa, in testimony before the Select House Labor and Education Committee, struck hard at problems which not only keep those now classified as poor in an economic prison but also promise emphatically to relegate more and more workers to the same fate.

Hoffa called for an increase in wages and a reduction in the work week to help solve the problem.

The Teamster president cited statistics for the past 5 or 6 years showing basic problems within the national economy:

1. Unemployment is high and isn't

AUTOMATION

coming down. (According to Labor Secretary Willard Wirtz, for every 2 people entering the work force between 1957 and 1962, the private, non-government sector of our economy has been producing less than 1 job.)

2. Unemployment is lasting longer. (A leading manufacturer of automated machinery recently told congress: "Many of those who have lost their jobs to machines are likely to remain unemployed, or employed only part time, for the remainder of their lives.")

3. The nation has huge unused capacity. (This is a direct reflection on the lack of demand for goods and services.)

4. There has been a slow-down in economic growth. (The conclusion according to Walter W. Heller, chairman of the President's Council of Economic Advisors is clear: "We are not growing fast enough to make use of our growing productivity and labor force.")

5. Any rise in productivity cuts the need for workers, thus substantiating the charge that as the nation as a whole becomes more prosperous, more and more workers will be

scrapped to join a pocket of abject poverty. (John F. Henning, under Secretary of Labor, estimates that 2.2 million jobs a year are eliminated in the U.S. by increased output per man-hour, due largely to technological progress.)

6. Productivity has outstripped wages. (Purchasing power—wages, salaries, and fringe benefits adjusted for price change—has risen less than output per man-hour in the private economy between 1956 and 1962. The ratio is 15.2 per cent as against 20.2 per cent.)

Hoffa declared that through automation, the rich are getting richer, the poor are getting poorer, and organized labor must be set free from repressive labor legislation to bargain for a more equitable distribution.

In short, big business is taking all the benefits of an automated society for itself, neither sharing them with the public in the form of lower prices

nor with labor in the form of increased wages.

Organized labor—because of organizational restrictions of Taft-Hartley, the Landrum-Griffin amendment, and state 'right-to-work' laws—has found it next to impossible to organize those workers who need help the most. Those are the workers in the low paying service trades, agricultural workers, and workers in the South where the studies prove a large part of America's poor is concentrated.

In addition to repeal of legislation which has tied organized labor's hands, Hoffa proposed:

1. A tax cut with meaning, one which would give relief to low income groups.

2. A crash program of social legislation, including a Technological Unemployment Fund, financed by a tax

on employers as an incentive to eliminate unemployment.

3. Retraining programs.

4. A public works program to stimulate national growth, provide jobs, and rebuild the nation's physical plant—schools, hospitals, roads, *et al.*

Hoffa, unlike some other leaders of organized labor, did not scoff at automation, but rather called for a bold approach to make automation a blessing instead of a bane.

But, once one explores for answers outside the practical frame of reference of the Hoffas and others with broad experience in raising the standard of living of the poor, solutions proposed take on the expediency of a politician, the ivory tower approach of the university economist, or the status quo of editorial pages seeking to placate big business advertisers.

Galbraith, for example, would at-

concept refuses to recognize that there is no more dissipated force in the country's political structure than the nation's liberals. Each liberal, it seems, is so occupied seeking to effectuate a cure for his own little grievance against society that liberals collectively have no direction, no leader, and no common goals for which to fight.

What Galbraith has done, in his address to the Committee on Pockets of Poverty, is to reemphasize an old truth for the politicians who are interested in doing something for the poor. That truth centers around the callousness of those who have been fortunate enough to share in America's affluence.

Says Galbraith:

"The comfortable turn up urging the character-building value of privation for the poor. The man who has



tack poverty by educating the poor. What this proposal lacks, no matter how necessary it may be to educate the poor, is a proposal to educate the rich to the proposition that in a moral and enduring society, there must be a more equitable distribution of wealth.

It is pretty generally overlooked that until there are jobs and income for the poor to shield themselves against starvation and cold water flats, there is little incentive for the poor to seek new skills and education. The tag line here, of course, is that after one has been educated, has acquired new skills, there must be a job waiting in which the skills can be applied.

The Galbraith school would appeal to the so-called liberals of the country by making programs to rescue the poor more appealing. Yet, this

struck it rich in minerals . . . is found explaining the debilitating effect of unearned income from the state.

"The corporation executive who has proved himself a superlative success as an organization man weighs in on the deadening effect of bureaucracy. Federal aid to education is feared by those who live in the suburbs that could easily forego this danger, and by people whose children are in private schools.

"Socialized medicine is condemned by men emerging from Walter Reed. Social security is viewed with alarm by those who have the comfortable cushion of inherited income."

Further pinpointing the problems of getting a program to help the poor off the ground, Galbraith stated:

". . . the well-to-do can escape to the country. It is the poor who need

parks and whose children need swimming pools. Only the poor live in the slums and require the myriad services that, we may hope, will one day mitigate urban congestion and public squalor. The well-to-do live in communities with good schools; it is the schools of slum dwellers and wage and salary workers which would be principally improved by federal aid to education. Colleges and universities are more accessible to the rich than to the poor. It is the masses and not the classes who use the mass transportation.

"The elderly couple of less than average income would be the major beneficiary of medicare. Social security, minimum wages enforcement, youth employment are all most important for the least well-to-do. It is the poor children who play in dirty streets. It is their father who gets laid off when public works are suddenly cut back."

Those then, in Galbraith's articulate terms, are the problems which the politician must overcome if he is to get an affluent American society to turn its attention and resources to an attack on the pockets of poverty.

The problem is doubly difficult simply because of the fact that those who can do the job can gain nothing but moral satisfaction, a commodity which doesn't command much of a price on today's market.

White House sources have stated quite openly that President Johnson, in pleading for economy in govern-

ment and cutting back obsolete military expenditures, is not penny pinching, but is looking for funds to begin the attack on poverty.

In his state of the union message to Congress, Johnson outlined only a modest beginning, one which Washington sources maintain is not at all in line with the President's concern for the poor.

But, as Galbraith hinted, there are some rather hard and cruel political facts which run parallel to Johnson's genuine concern for the nation's poor:

1. 1964 is election year in which Johnson must capture the Democratic nomination, a feat he seems certain to accomplish unless he proposes a big spending program now. It is also a year in which he must defeat the GOP candidate, another feat which he seems certain to accomplish, unless he proposes to dip too deeply into the pockets of the middle class and the rich to help the poor.

2. In any program to help the poor, Johnson must go to an anti-quated congress which has built-in cut-off switches such as the filibuster for the well-to-do conservatives who want to scuttle such a program.

3. These are not liberal times, compared to the 1930's and the New Deal of Franklin D. Roosevelt which enacted bold measures to deal with vast poverty and joblessness.

This is an era in which reactionaries have staged a comeback and such organizations as the John Birch society expends the energies of citi-

zens in efforts in which the poor promise to come out second best.

This is an era in which one announced Republican candidate for congress—Barry Goldwater—has proposed an end to the progressive income tax.

This is an era in which Galbraith's liberals have turned against organized labor to vote with conservatives and reactionaries to place chains around unions, which have been the only force in society to do anything for the nation's poor in the last two decades.

This is an era in which the American Medical Association is eminently successful in killing an effective program of medical care for the aged.

This is an era in which the last minimum wage bill excluded laundry workers, agricultural workers, and all those on the fringe or in the pockets of poverty who need help the most.

This is, as Michael Harrington pointed out in his book, "The Other America," an era in which the children and mothers of the well-to-do middle class live in the suburbs, isolated from even seeing the squalor in which the poor live in the cities, with only the father exposed as he drives into the city on his way to his comfortable job.

It is an era in which appropriations from the public pocketbook go to finance aquariums costing millions of dollars and for cultural centers which mock the deprivation of the poor.

Johnson put his finger on the pulse



of the times in his state of the Union message when he said:

"Here in Congress, you can demonstrate effective legislative leadership by discharging the public business with clarity and dispatch, voting each proposal up or voting it down, but at least bringing it to a fair and final vote."

Thus, he challenged the congress not to bottle up in committee legislation designed to help the poor, challenged the congress to at least give the poor a vote on the floor of congress.

Release Labor

His proposals were both encouraging and discouraging to organized labor—encouraging and heartening that he plans to make poverty a major Administration target; discouraging that some of his proposals do not go far enough or reject the best thinking of organized labor.

One cannot help hope, however, that President Johnson will supplement his plans to help the poor by leading a fight to free organized labor from the chains of repressive legislation.

Having done that, he will have a willing and able ally—one with practical experience in the school of hard knocks on the streets of poverty—in the job that needs to and must be done.

Poverty On Farms

Secretary of Agriculture Orville Freeman said recently that more than 5.1 million rural farm and non-farm families, totaling more than 15 million persons, "live under conditions of poverty."

Freeman said more than half of the nation's farm operator families—of which there are 1.6 million—have annual incomes of less than \$3,000. He said nearly 2.9 million rural families, off the farm, are in the same category. So are another 600,000 families, said Freeman, "whose main source of income is farm wage work."

Freeman said: "The existence of deep pockets of rural need is something that must not be tolerated by the greatest nation in history."

President Johnson's Anti-Poverty Outline

PRESIDENT Lyndon B. Johnson in his State of the Union message to Congress issued a "Declaration of War on Poverty in the United States."

Here's an outline of measures he proposes to aid America's poor:

1. Tri-partite committees—labor, management and public—to determine on an industry-by-industry basis where increased rates of pay for overtime would induce employers to hire more workers on a straight-time basis.

2. *Modernization of the jobless insurance program, increasing benefits, extending period benefits may be drawn, and requiring higher employer contributions.*

3. A commission on automation. "If we have the brainpower to invent these machines, we have the brainpower to make certain they are a boon and not a bane to humanity," Johnson declared.

4. *Extension of the minimum wage law to cover 2 million workers not now covered, including hotel, restaurant and laundry employees, seasonal workers in food processing plants.*

5. A crash program of help for the depressed areas along the Appalachian Mountain chain, including highway construction, loans to local industry, expanded social services.

6. *A new approach to federal housing program designed to provide "a decent home for every American family," a program ranging from subsidizing rents in privately owned units to financial help and counseling to make poorer families homeowners.*

7. Area Redevelopment. This would be an expansion of a program already approved by Congress but for which additional funds were denied in the last session.

8. *A youth employment program "to put jobless, aimless, hopeless youngsters to work on useful projects such as conservation programs and public construction jobs.*

9. An expanded Food Stamp program in which currently approximately 350,000 families in 22 states pay \$6.30 in cash for \$10 in stamps which can be exchanged for food in stores.

10. *An expanded program of assistance for the construction and operation of libraries, removing the restriction now limiting help to cities under 10,000 population.*

11. Improvement of "the quality of teaching, training and counseling in our hardest-hit areas." This program would be geared to the needs of those in poverty stricken areas, such as remedial reading courses.

12. *The expansion of present programs to construct hospitals and train nurses.*

13. A domestic "Peace Corps," which would be called the National Service Corps and would be designed to assist the under privileged in our own country.

14. *Transportation: Said the President, "We must help obtain more modern mass transit within our communities, as well as low-cost transportation between them."*

Who Are The Rich?

Commerce Dept. Finds Them In New Booklet on Income

EVERYBODY keeps talking about the poor and poverty-stricken lately.

What about the rich? Have people gone and forgotten them?

No.

At least the rich were not forgotten by the U.S. Department of Commerce which gave them considerable notice recently in a pamphlet entitled, "How Our Income is Divided."

Using Census Bureau figures, the pamphlet discussed the spread of the rainbow of dollars leading to the proverbial pot 'o' gold.

It showed the rainbow was hardly visible until high income families were considered.

"How about the top income groups?" asked the pamphlet. "What are they like?"

The answer was immediate: "They own most of the wealth, do most of the saving, and are responsible for much of the investment by individuals."

Not very strong on details, the Commerce Department publication then continued:

"Even higher on the income ladder there is no appreciable difference in the picture sketched above. For 1960, figures are available for the top 1 per cent of all families—those making \$25,000 a year or more. Only 3 of these families of every 100 lived entirely on income from interest, dividends, rents, royalties, and the like."

The great majority of the families in the top 5 per cent are there, said the publication, because they are headed by men whose skills are much in demand and who, therefore, are able to command high pay.

The pamphlet noted:

"The most distinctive feature about the top 5 per cent is the kind of work they do. This characteristic more than any other sets them apart from the rest of society."

The occupational distribution of family heads in the top 5 per cent has changed considerably in the past 10 years or so. The figures show that the largest group in 1950 was the self-employed—42 per cent—but

by 1960 their size had slipped to 26 per cent; meanwhile, the salaried professional and managerial rich—28 per cent in 1950—increased to 48 per cent by 1960. In the same period, white collar workers and others who fit the top 5 per cent classification decreased from 30 per cent in 1950 to 26 per cent in 1960.

Doctors, dentists, and other professional classifications of a self-employed nature maintained a perfect equilibrium through the changing decade. They accounted for 11 per cent of the rich top 5 per cent in both '50 and '60.

Not Forgotten

No. The rich have not been forgotten. Neither economists or government bureaucrats have forgotten them.

"Profits last year (1963) topped all records in American corporate history," cried the *New York Times* at the turn of the annual calendar, and added, "They appear to be headed still higher in 1964."

Profits Up

The dust hasn't settled yet around the money counters. Profits after taxes in 1963 are expected to near the \$27 billion mark. The former record, set in 1962, was \$24.6 billion. That's an increase of more than 10 per cent.

One of the foremost contributions to the profit picture was that made by the Kennedy Administration—but given small credit in the business press—the 7 per cent investment tax break and the accelerated amortization program.

Exclusive Habits

The rich have never been forgotten in a sociological sense, either. Most of the nation's daily newspapers devote hefty sections to chronicling the exclusive habits of the rich or near-rich butterflies. Not so the poor and poverty stricken.

"How Our Income is Divided," makes it all sound pretty good, however. It remarks very quickly:

"Incomes in the United States have been rising steadily in the postwar years. In the 1960 census, the people of the United States reported that they had received one-third of a trillion dollars in the preceding year . . ."

Let's see now—one-third of a trillion dollars—just how much is that and how much did I get?

Ummmm.

To the Graveyard



Old locomotives never die—trucks just haul them away. That's the moral of this small photo story as a highway float is needed to transport a discarded relic of the rails to the National Museum of Transport in St. Louis. This particular iron tub weighed 35 tons but the tractor, driven by Teamster Earl Barton of Local 682, handled it with ease.

• Mankato Increase

Teamster Local 487 in Mankato, Minn., recently negotiated a contract containing wage increases for members employed by Continental Baking Co., at La Crosse, Wis., Rochester, Owatonna, and Mankato, Minn.

Elmer McCargar, secretary-treasurer of Local 487, said the 3-year agreement provides for 10-cent hourly pay hikes each year and adds a commission increase of 1 per cent on private label products, bringing the commission to 5 per cent.

Other contract gains included increasing health and welfare payments to 80 cents, and adding a fourth week of vacation after 25 years' employment with the company.

• Local Wins Case

The National Labor Relations Board in a recent decision ordered the American Compressed Steel Co., to recognize Teamster Local 152 in Cincinnati, Ohio, as legal bargaining agent for approximately 45 employees.

The order followed a hearing on unfair labor practices charges filed by Local 152. Besides union recognition, the Teamster local union won reinstatement with back wages for John Greer, an over-the-road driver fired for union activity.

• Seattle Agreement

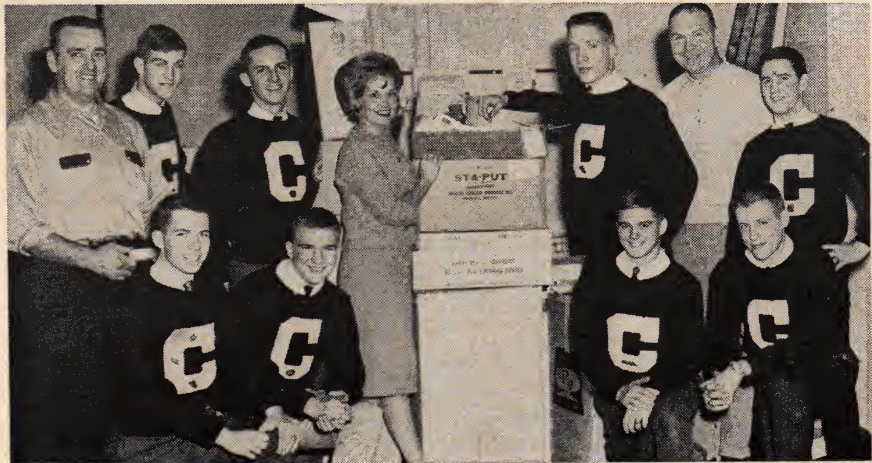
Teamster Local 342 and the Seattle Department Stores Assn. have agreed on a new 4-year contract with a wage reopener after the second year of the agreement.

W. L. Lamberton, secretary-treasurer of Local 342, said the agreement provided wage gains of 7.5 cents an hour retroactive to May 15, 1962, with another 7.5 cents an hour this year.

Piggybacking On Increase

The Assn. of American Railroads reported that piggyback loadings of truck trailers on flatcars totaled 797,474 cars in 1963. This was an increase of 91,033 cars or 12.9 per cent over the 1962 figure, and 206,228 cars or 34.9 per cent above 1961.

Runyon Cancer Research Fund Gets Huge Teamster Assist



Mary Goldsmith, the attractive lady with the Mount Carmel (Chicago) high school football players, is a staff member at the Teamsters Union Headquarters in Washington, D. C. She recently addressed a Chicago meeting that donated \$5,000 worth of merchandise to the Damon Runyon Cancer Fund. The football players and some off-duty Chicago policemen helped pack and crate the merchandise for shipment to New York City. Shown with Mary (left to right) are: Standing—Officer Robert W. Goldsmith, Bert McGuire, Neil Kuenn, Jim Lidgus, Officer Lawrence E. McErlean, and Dave Hansford; Kneeling—Bill Hoffman, Tom Gibbs, Tom Theis, and Kieren Harrington.

Top Teamsters Union officials gave timely assistance to a show sponsored in Chicago by the American Research Merchandising Institute in early January to help the Damon Runyon Cancer Fund.

The institute donated \$5,000 worth of products to the fund, and since the material had to be converted to cash for use in bestowing cancer research grants, it had to be packed and shipped to the Runyon offices in New York City.

That's where the Chicago police department cooperated by sending off-duty police to assist with packing and crating, and Mount Carmel high school sent prep football players as volunteer workers to also help.

Teamster President James R. Hoffa and Vice Presidents John T. O'Brien, Harold J. Gibbons, and Ray Schoesling, president of Teamster Joint Council 25 in Chicago, helped obtain transportation via Denver-Chicago Trucking Co.

Mary Goldsmith, a member of the staff at the International Brotherhood of Teamsters headquarters in Washington, D. C., and a cured cancer patient herself, addressed 2,000 members of the institute and also presented a Damon Runyon Cancer Fund

award to Richard B. Kaufmann, president of the institute.

Mary found herself face to face with the dreaded disease during her physical exam of all persons hired by the International Union. Fortunately, it was discovered in time.

She serves as National Secretary of the Damon Runyon Cancer Fund ladies auxiliary.



"... Jonesy, you're forever mumbling ... what is it now?"

How They Are Picked

Political Parties to Select Convention Delegates

ONCE AGAIN the tempting trap-lines of political hocus-pocus are being set for American voters as Republicans and Democrats prepare to select delegates to their San Francisco and Atlantic City conventions this summer—delegates that will have the all-important task of naming presidential candidates.

And once again, the average American voter is inclined to say to himself, "Let George do it." Most voters shy away from the preliminaries necessary to magnify any voice in the candidate selection. So George does it.

The main high road to political influence and success in the choosing

of a presidential candidate is the route by which delegates and their alternates to the conventions are chosen.

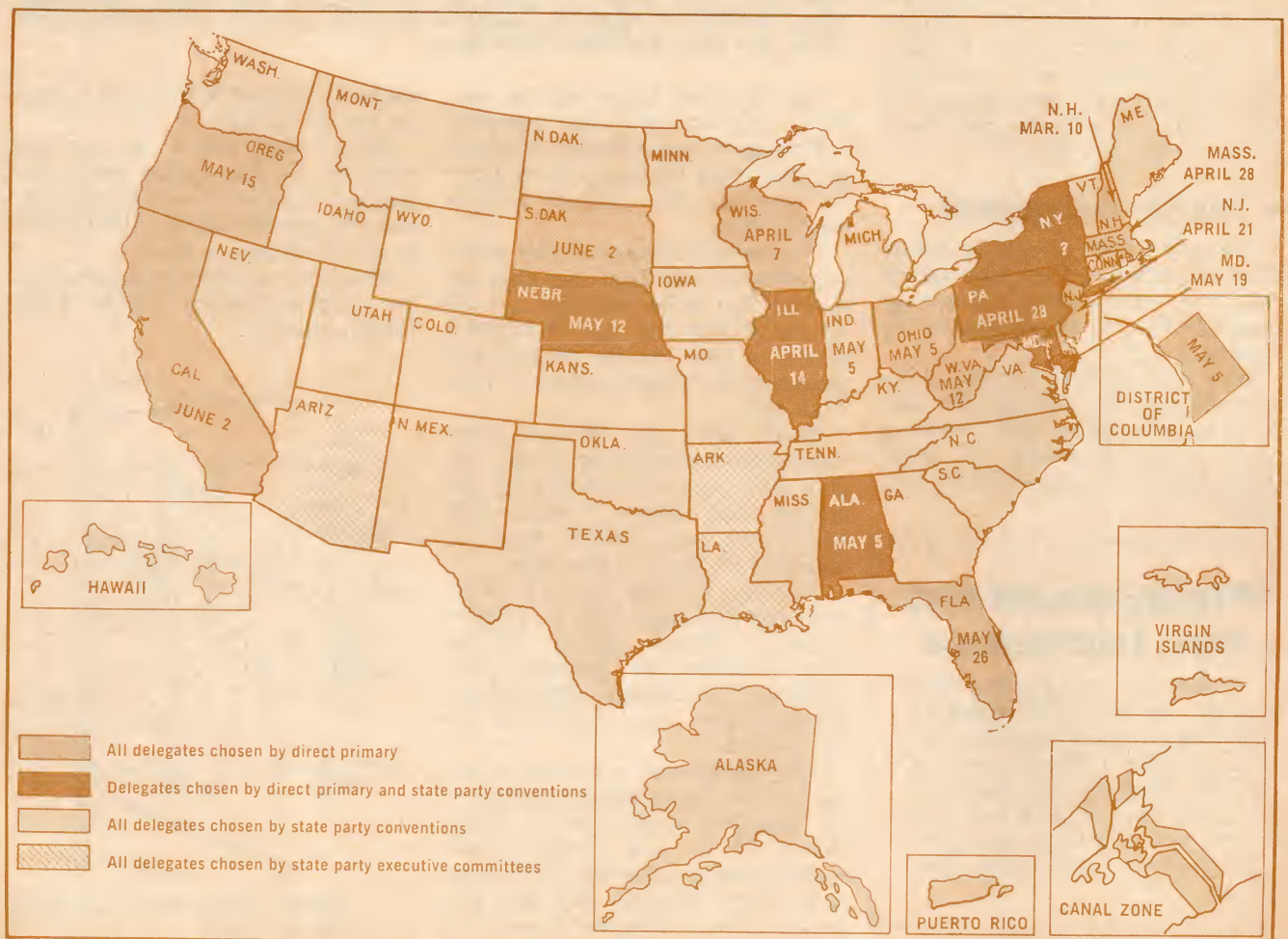
They are picked in one of three ways: (1) Through direct primary elections; (2) at state or congressional district party conventions; (3) by the membership of the party's state executive committees.

A combination of two methods of delegate selection is used in some states, and there are numerous variations depending upon individual state laws and party rules and regulations.

Between now and next summer in the 50 states, the District of Columbia, and territories, more than 1,300

delegates will be chosen in one of the three ways for the Republican National Convention that opens in San Francisco July 13. In the same manner, 3,000 or more delegates will be chosen for the 34th Democratic National Convention opening at Atlantic City Aug. 24. An army of alternate delegates will accompany the "chosen few" to both meetings.

New Hampshire has drawn national attention in recent weeks, not because it is more politically important than any other state, but because the individual presidential hopefuls will have an opportunity to test their vote appeal first in the New Hampshire



primaries which come off March 10.

National convention delegates will be elected by primary ballots in 16 other states and the District of Columbia following the New Hampshire voting. It is in this method of delegate selection that candidates can sometimes surprise—or be surprised—in a sweeping trend.

Both major political parties name all their convention delegates at direct primaries in 10 states: California, Florida, Massachusetts, New Hampshire, New Jersey, Ohio, Oregon, South Dakota, West Virginia, and Wisconsin.

Five other states—Alabama, Illinois, Nebraska, New York, and Pennsylvania—select at least some of their convention delegates by direct primary. Besides district delegates, there are often delegates-at-large named either by the state party convention or by the party executive committees within each state.

Thirty-one states and two territories will choose all their delegates at party conventions in the next 6 months. They include Alaska, Colorado, Connecticut, Delaware, Georgia, Hawaii, Idaho, Indiana, Iowa, Kansas, Kentucky, Maine, Michigan, Minnesota, Mississippi, Missouri, Montana, Nevada, New Mexico, North Carolina, North Dakota, Oklahoma, Rhode Island, South Carolina, Tennessee, Texas, Utah, Vermont, Virginia, Washington, Wyoming, Puerto Rico and the Virgin Islands.

Arizona, Arkansas, and Louisiana will select their delegates by state party executive committees. Maryland chooses its convention delegates by a combination of the primary and state convention system.

More than half the states that employ the primary system, also have provision for a so-called preferential vote. That is, the primary not only permits election of convention delegates who may or may not be pledged to specific candidates for president, but also permits a separate statewide preferential vote for specific presidential candidates who may enter the race or be entered by their supporters.

New Hampshire has this sort of system as does the District of Columbia and 8 other states: Illinois, Indiana, Maryland, Nebraska, New Jersey, Pennsylvania, Oregon, and West Virginia. Indiana's system differs a bit in that the actual delegates are not elected at the primary but instead at state party conventions.

In 10 of the 17 states that use the

primary system, the written consent of the presidential candidate is required before his name can be placed on the ballot, and in all states (with the exception of Wisconsin) only those voters previously enrolled in a particular party can participate in the selection of its convention delegates.

State political conventions have a great deal of freedom in the management and conduct of their affairs. Few states have any laws setting forth how national convention delegates shall be selected. The national committee for each political party decides how many delegate votes each state or territory can command.

Once a national convention delegate has been elected, he or she is usually free to vote for the presidential candidate of his or her choice. Often there is a moral obligation, and sometimes a legal compulsion, to stick with the candidate to whom the delegate might have been pledged in the primary.

Four states—California, Indiana, Maryland, and Oregon—require delegates to stick with the presidential candidate to whom they were pledged in the primary, or the winner of the state's preferential poll. The delegates, however, are free to take independent roads after the first convention ballot if, in their judgment, the candidate to whom they are pledged is no longer in the running.

The primary system first got its start in 1905 in Wisconsin. In the decade that followed, another 23 states approved the primary.

By 1917, however, the primary movement lost its punch and states began abandoning the system. At one time, a majority of the delegates to the national conventions were elected through the primaries but this has not been the case since 1928.

The 31 states and territories with nominating conventions will select as many or more delegates than do the primaries of sister states even though many of the former are in the sparsely populated western section of the nation.

The secret to the state nominating convention is the county convention which, in metropolitan areas, can become a raucous affair as various party factions make their power plays. The county authority, in turn, goes right back to the grass roots where interested voters first make their voices heard in the precinct caucus meetings.

Precinct caucus meetings are sometimes so poorly attended that the

members of a single family, for example, might easily wield the majority vote. It has not been unusual, in fact, for a politically aroused citizen to capture the precinct vote and go on to disrupt both county and state nominating conventions.

True, there seems to be little rhyme or reason in the varied manner by which we pick delegates to the Democratic and Republican National Conventions, yet there is no denying that it is a peculiarly democratic method and therefore best serves the needs. However, the system won't change until the interested voter changes it.

There have been proposals in the past to create a national presidential primary or amend the Constitution so that all citizens will have a direct voice in determining which candidate wins their party's presidential nomination. Such programs have seldom found much acceptance and died quickly on the vine.

Come next November and the Democratic and Republican National Conventions of 1964 will have been forgotten as the people vote for their presidential choices. But until then, the conventions will be pie in the sky for all good Democrats and all good Republicans.

Outstanding Service



John B. Backhus, right, International Union vice president, recently received a gold membership award "for outstanding service in obtaining labor support for Deborah Hospital, Brown Mills, N. J." Shown presenting the award is Magistrate E. David Keiser. Watching (center) is Jack Lesser, hospital president. Vice President Backhus is president of Teamster Joint Council 53, Philadelphia, and president of Teamster Local 463. Deborah is a free, non-sectarian hospital for chest diseases. Award was presented at the Joint Council office in Philadelphia.

Election Year Sweepstakes

DRIVE Membership Campaign Tied to Prize-Laden Contest

DRIVE, the political and legislative arm of the Teamsters, launched its election year membership campaign January 31st with a Membership Sweepstakes in which Teamsters and members of DRIVE Ladies Auxiliaries have an opportunity to win a watch for recruiting new members.

In a joint announcement of the Sweepstakes, Teamster President James R. Hoffa and Legislative Director Sidney Zagri, urged every Teamster and every member of DRIVE auxiliaries to participate. Said Hoffa:

"In this election year, it is our desire to activate every rank-and-file member, every officer, and every employee of the International Union to political participation.

"Those of you who are already members of DRIVE are called upon to enter the Membership Sweepstakes, recruit voluntary contributions for DRIVE memberships, and win a handsome watch for your efforts.

'Time Is Now'

"Our stake in politics, as working men and women, has been spelled out many times. Now is the time for action, the time to put DRIVE into every shop, plant and place of work where our members are employed. If we do this, our voice will be heard not only on Capitol Hill here in Washington, but in every state legislature across the land."

The procedure is this: The Teamster or DLA member obtains an official Sweepstakes entry form, available from shop stewards, business agents, or local union offices. When the form is completed and turned into the DRIVE Representative, the contestant receives an official receipt book.

Using this book, the member may obtain voluntary contributions for DRIVE memberships. If he obtains an Individual Membership (\$3), the

contestant is credited with 3 points; a Family Membership (\$5) brings him 5 points, and for every \$1 collected toward a Life Membership (\$100), the contestant gets 1 point.

A contestant wins a 17-jewel, lifetime guaranteed Waltham watch by accumulating 150 points.

Winners may choose a man's watch, either in gold finish or stainless steel, or a lady's watch. The man's watch carries an engraved photo of Teamster President James R. Hoffa on the back and has the Teamster emblem on the dial.

The lady's watch has a photo of

President and Mrs. Hoffa on the back.

Either watch represents a \$71.50 value, according to Zagri.

In conjunction with the Sweepstakes, there will be a special competition for Business Agent-DRIVE Representatives.

There also will be competition promoted among local unions in each joint council, Zagri said, with the local union achieving highest results during the contest period receiving a recognition plaque.

Contest rules in detail are on the back cover of this issue.

Diplomas for Teamsters



Mrs. Vera Lacey, widow of the late Martin T. Lacey, former president of Teamster Joint Council 16 and herself a civil service employee of New York City and a long-time member of Teamster Local 832, is shown receiving a diploma from Prof. Don Coffee of the Cornell University School of Industrial Relations. Mrs. Lacey and 37 other members of Local 832 received the diplomas at the conclusion of a course they took entitled "Public Speaking at Union Meetings." Cornell and Local 832 co-sponsored the instruction.



For Your INFORMATION

. CREDIT UNION assets increased nearly a billion dollars in 1963 according to the Credit Union National Association. Total assets for an estimated 21,500 credit unions was a record \$8 billion at the end of the year. Altogether, the CUNA says, there are some 14.3 million members of credit unions—that's an average of more than 660 members per credit union. Other facts pointed out by CUNA include: The number of credit union loans outstanding jumped nearly a billion dollars to \$6.3 billion in 1963; credit unions now hold about 10.6 per cent of all installment debt in the United States.

. SIX per cent or more of the nation's work force was jobless through most of 1963 and so was not impressed with the year end figures that thrilled big business and high government officials. But for the record, the Gross National Product rate topped the \$600 billion-a-year rate in the final quarter of 1963. There were lots of other records, too, most of which were of little or no interest to the unemployed. For example, Americans paid more for food last year than in any year in history with the tab totaling \$82 billion—a gain of \$2 billion over 1962.

. HOUSEWIVES have been invited by Mrs. Esther Peterson, new consumer affairs aide to the President, to write her and tell of their problems in the marketplace. Mrs. Peterson's title is technically—"Presidential Assistant for Consumer Affairs." Mrs. Peterson, who comes from the ranks of organized labor, is continuing to serve in her regular post as Assistant Secretary of Labor. She soon will be devoting most of her time, however, to serving as the main rudder for a President's Committee on Consumer Interests—still to be appointed by LBJ. Mrs. Peterson commented that "there is really no consumer movement in the United States" and added her hope that housewives would write to her. The address is c/o Department of Labor, Washington, D. C.

. CORPORATE PROFITS have increased 30 per cent since the recession low of early 1961 according to Commerce Secretary Luther H. Hodges. He said year-end figures for 1963 show corporate earnings increasing 10 per cent to a record \$50 billion. Personal income in 1963 increased to \$463 billion, another record according to Hodges, bringing the annual income per person to about \$2,500.

. TAX-EXEMPT FOUNDATIONS in the United States—at least those of record—have current assets of more than \$14.5 billion market value according to the Foundation Library Center in New York City. The sum equals about one-seventh of the total federal tax receipts for 1962. The bulk of the current \$14.5 billion worth of foundation assets is wrapped up in some 6,000 trusts. There are at least another 9,000 foundations of record but their assets total only about \$125 million. One reason the foundations are granted tax-exempt status is to permit them to be freer with their donations, yet in the past 4 years—according to the Foundation Library Center records—the trusts have given away sums equivilant to only about 5.4 per cent of their assets.

. TRUCK production in the United States during 1963 totaled 1,133,257 units according to the Wall Street Journal. The production was a considerable increase over the 1962 total of 972,523 units. Car production for 1963 amounted to 7,637,119 automobiles compared with 6,935,308 the previous year. Altogether, new vehicles coming off U.S. production lines in 1963 totaled 8,770,376.

. FIRST VIOLENT REACTION, at the civic level, to the federal panel report on the health hazards of cigarette smoking occurred in Eastland, Tex. The Eastland city council passed an ordinance prohibiting the sale or smoking of cigarettes within the city limits. Not only that, they provided a penalty for violation of the no-cigarette ordinance of fine up to \$1,000 and imprisonment for 3 years. The ordinance exempts persons traveling through the town which has 3,200 inhabitants living some 20 miles east of Abilene. Curiously, there is no ban on possession of cigarettes, and wags were quick to say that the city fathers left this part of the law wide open to benefit tobacco bootleggers. When asked how he planned to enforce the tobacco law, Eastland Police Chief Ray Laney was quoted as saying: "Don't ask me—ask the mayor."

. THE PEACE CORPS studied its first 548 volunteers to return from overseas work and found that some 40 per cent of them went on to further study—in fact, collecting more than \$200,000 in scholarships from leading American universities. The second largest number of returnees went into private business, especially in areas where corporations were interested in getting people with overseas experience. The next largest group went into other lines of government work with 146, for instance, taking State Department examinations.

. NEW REGULATIONS now in effect require that prescription drugs carry a statement of their effectiveness and any harmful side effects. The regulations, issued by the Food and Drug Administration, carry out provisions of the Kefauver-Harris Drug Act of 1962. In part, the regulations read: "A prescription drug that carries any indication of dosage recommendations is required to present in a brief summary form, a true statement of side effects, contraindications and effectiveness. This summary must fully show the effectiveness of the drug in the conditions for which it is recommended in the advertisement. It also must show any side effects and contraindications pertinent to the recommended uses and any other uses for which the dosage form is commonly prescribed."

. NOW on the commercial market is a \$13,500 truck trailer that operates with an air-in-floor system. Air supported pallets are strong enough to hold newsprint rolls. The first company to buy one of the trucks figured it would save an hour on each load of newsprint having to travel a 45-mile distance—simply by eliminating tarpaulin coverings. The newsprint formerly had been hauled by an open flatbed truck upon which the huge rolls of paper were loaded with a fork-lift vehicle. This example of "technological progress" has clear job implications.

. MORE than a year ago, the Westinghouse hierarchy created a special 4-member board of advisors to make a study and come up with recommendations on the following problem: How to make certain that Westinghouse officials become more law-abiding and avoid fines and prison sentences for price-fixing and bid-rigging. The board told the Westinghouse president that the company's executives should be given more education on how to obey federal laws. As 1963 came to a close, there were signs that the education program had been inadequate—the company was charged by the U.S. government with swindling the public by representing its old and rebuilt television picture tubes as new.

. A NEWSPAPER, said the National Labor Relations Board, committed an unfair labor practice recently when it locked out its employees to help another newspaper being struck by the Teamsters Union. The Board said lockouts were permissible in such circumstances only if the newspapers bargained with the union in a unit. In this case, however, the Evening News Assn., owner and publisher of the Detroit News, and the Knight Newspapers, Inc., owner and publisher of the Detroit Free Press, were separate bargainners with Teamster Local Union 372 in Detroit. The News locked out its employees for 4 days in April, 1962 after Local 372 struck the Free Press.

WHAT'S NEW?

Strength, Special Feature of Seat Belt

A Long Island aircraft products distributor is offering a seat belt expressly designed for truckers. They list the following advantages:

1. High strength steel buckle capable of withstanding 9,000 lbs. body block load double that of ordinary automotive seat belts.

2. Three inch rugged aircraft type webbing similar to US Air Force pilots' belts.

3. Black anodized aircraft aluminum cover for non-glare and light weight.

4. Includes all hardware necessary to anchor in trucks.

5. Affords body support and control over bumpy roads and rough terrain.

6. Cover operated positively and quickly with one hand in case of fire or water submersion.

7. The three inch buckle cover can be easily operated while wearing heavy gloves.

• • •

Fifth Wheel for Heavy-Duty Service

Maximum safety in operation under conditions of heavy-duty service is the claim made for an air-slide fifth wheel that features a new triple-lock principle that provides positive locking under any operating condition. The locking device is a tapered wedge that engages slots in the side of the rail. The device cannot ride out of the slots as it is self-adjusting with spring tension. The rails come in two lengths with adjustments of 24 and 48 inches in 4-inch increments.

Maintain Engine Speed With Throttle Control

A Cleveland firm is marketing a device for PTO-equipped vehicles. This is a throttle control that remotely and automatically maintains exact desired engine speed for operation of PTO-powered accessories.

• • •

Asbestos Cloth is Flexible, Magnetic

A versatile aid in the shop is a new flexible asbestos cloth with magnets attached. Both a tool and a safety device, the cloth protects the mechanic from burns while working on a hot engine. An added advantage is that during welding, damage to adjacent parts is prevented.

• • •

Alignment Tester Is Portable Unit

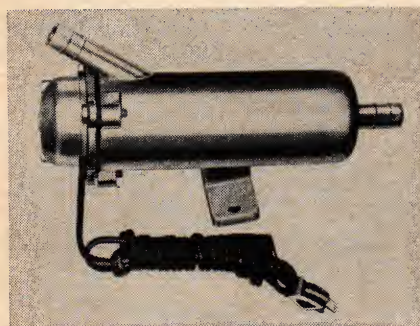
A handy addition to the shop equipment is a portable unit that pinpoints alignment problems as well as tire wear. This alignment tester is portable and is available in automotive and truck models.

• • •

Vapor Degreaser for Reclaiming Solvent

Being offered for fleet shops is a vapor degreaser that is a self-contained, electrically-operated unit with built-in boiler, cleaning chamber and solvent reclaiming system. It is designed for vapor and hot dip cleaning of small parts and because of a special fitting accommodates a steam-gun attachment.

ENGINE PRE-HEATER SOLVES WINTER WOE



Cold weather starting—a perennial headache to every driver in the northern states—has been greatly alleviated by the introduction of a complete line of engine pre-heaters. Models are available for nearly every vehicle on the road today: cars, farm tractors, or trucks. Units can be chosen from a variety of styles and capacities depending on the vehicle owner's needs.

Because the pre-heater keeps the engine coolant warm all the time, the driver gets faster cab heating and windshield defrosting on a frigid morning. In addition, truck life is extended appreciably: batteries last longer; less acid forms in the engine; and oil flows faster, thus reducing engine wear. Gas consumption is reduced since there will be less engine choking and warm-up time.

The recommended unit for most trucks is a circulation type pre-heater which is installed in a convenient underhood location and connected by

hoses to the circulation system. An electrical cord runs from the unit usually to the front grille where it can be connected to any power line. Coolant is taken from the bottom of the block or lower hose and passed through the pre-heater to the top of the block. Periodic slugs of boiling coolant are sent out of the heater to create forced circulation through the system. Depending on outside conditions and the degree of exposure of the engine, average coolant temperature should remain about 80 degrees above outside air temperatures.

Installation of the pre-heater is uncomplicated. Complete instructions are packed with each pre-heater along with all necessary fittings except hose. The complete line of circulation heaters now includes units from 500 to 1500 watts, 110 volts, and from 1500 to 2000 watts, 220 volts. The higher voltage pre-heaters are especially beneficial to fleet users who may want to hook in a large number of vehicles on one power line without worrying about voltage losses.

Newest item just added to the line is a crankcase and hydraulic equipment oil heater which will prevent bottom-end damage on engines with large oil capacity. Oil will remain free flowing even at -30°F . Recommended installation on water-cooled vehicles is in conjunction with an engine pre-heater.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington 18, D. C.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Adam-ated

Adam was the first electronics engineer. He furnished spare parts for the first loud speaker.

Some Fun

Cuddlesome Cutie: "I'd like to do something different tonight!"

Frustrated Freight Handler: "O.K., honey, you try to kiss me and I'll slap your face!"

Wait a Minute!

"What can I do about this terrible toothache?" the suffering victim asked his friend.

"Well," said the friend, "when I get a toothache I go to my wife; she puts her arms around me and caresses and comforts me and the toothache goes away."

"Wonderful!" exclaimed the victim, asking: "Is she home now?"

Good Boy

In a physiology class the teacher said, "Kevin, can you give a familiar example of the human body as it adapts itself to changed conditions?"

"Yes, ma'am," said Kevin, "my aunt gained 50 pounds in a year and her skin never cracked."

No Justice

City Dispatcher: "Do you mean to stand there and say that they put him in jail for something he didn't do?"

Dock Foreman: "Yeah, that's exactly what I mean . . . he didn't pay his income tax."

No Wonder

Cal: "I know a fellow who got into trouble being frank and earnest."

Cal's pal: "Yeah? How?"

Cal: "He was Frank in New York and Ernest in Chicago."

Clever Fellow

Having dined in a restaurant with her husband, a woman missed her gloves when she was on her way out. Murmuring something to her husband, she hurried back to the table to look for them. Not seeing them on the table, she lifted the cloth and began to grub around on the floor.

Just then a waiter came up.

"Pardon me, madam," he said, "but the gentleman is over there by the door."

Bad Luck

Two friends met after many years. "Did you hear about Bill?" asked one, referring to an old friend.

"No," said the other. "What happened to him?"

"He dropped dead outside a tavern."

"Going in or coming out?"

"Going in."

"What rotten luck!"

Coincidence

"I just cannot understand why you are always worrying about nothing, Henry," an anxious wife said to her husband.

"Because that, my dear," he replied, "is exactly what I've got in the bank."

Natural Mistake

Film star—Isn't that a good joke on Mary?

Director—Hadm't heard it.

Star—Her secretary got the records mixed up, so now she finds she has had two more divorces than she has had weddings.

Whole-heartedly

"John, I hope I didn't see you smiling at that girl."

"I hope you didn't, my dear."

All Heart

Judge: "Madam, you are charged with creeping into your husband's room and shooting him with a bow and arrow. Will you now tell the jury your reason for such an act?"

"Of course, your honor. I didn't want to wake the children!"

No Prize

First woman—I'm going to see a doctor. I don't like the looks of my husband.

Second woman—Mind if I tag along? I don't like the looks of mine, either.

Words To Live By

There is nothing wrong with a good political joke—unless it gets elected.

Always Something

Women are never satisfied. They are always trying either to put on weight, take it off, or rearrange it.

Could Happen

Domestic Relations Judge: "Do you mean to say that you threw your wife out of the second story window through forgetfulness?"

Truck Mechanic: "Yes, sir. We used to live on the ground floor and I plumb forgot we had moved."

3...5...7??

Excited Rate Clerk: "Tell me quick, Nurse . . . is it a boy?"

Maternity Ward Nurse: "The one in the middle is."

The Searcher

A woman spends the first part of her life looking for a husband and the last part wondering where he is.

Intrigue

An Atomic Scientist caused a commotion on a train recently. While riding to his home, the scientist discovered his brief case was missing. When the conductor, porter, and others on the train realized the danger involved if enemy agents should take the brief case, they made a thorough search.

After an hour, the brief case was found in the washroom by the porter.

"I can't thank you enough," said the grateful scientist, as he opened the case, took out a sandwich, then added, "I was starved."

The International Teamster

FIFTY YEARS AGO

in Our Magazine

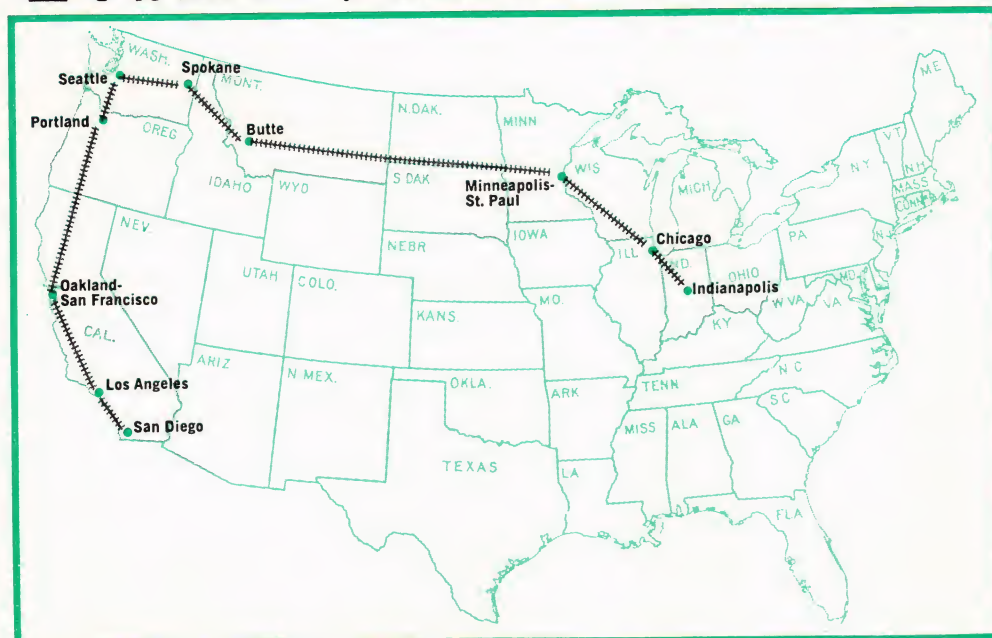


Vol. XI

(From the February, 1914, issue of the TEAMSTER)

Number 2

Tobin Visits Western Locals



Map traces the route taken by President Tobin during his recent visit to many locals in the western half of the nation. The trip was made during November of last year.

Train Trip Takes In Eleven Cities

A month-long tour of local unions situated in the western half of our nation has just been completed by General President Tobin. Accompanying him on the trip were General Secretary-Treasurer Thomas L. Hughes and Harold Gillespie of the International Office.

At the conclusion of the trip (route taken is shown on the map at left), Tobin characterized the tour as "a great benefit to our International."

The party left Indianapolis on November 1 and arrived in Chicago, the first stop on the 11 city tour, at 8 p.m. After a two-hour layover, the group was off for St. Paul, Minn., arriving there at 10 o'clock Sunday morning.

The Teamster officials left the St. Paul-Minneapolis area Monday and began the long trip across Minnesota, N. Dakota and Montana, arriving in Butte late Tuesday evening. After several days of visiting with the membership and officers of Local 2 and discussing working conditions in the area the group then journeyed to Spokane where they attended a meeting of both locals in the city. Then on to Seattle, Washington, and Portland, Oregon, again attending meetings and addressing local unions in both cities.

The final lap of the western swing took our president and his party into sunny California and the cities of Oakland, San Francisco and San Diego—where first hand meetings were held with the officers and members of the locals in these cities.

The trip back, from Los Angeles to Indianapolis, took four days and four nights, using the shortest route and fastest trains available.

Some Hard Facts For Thoughtful People

In the past ten years the United States of America, without an enemy in the world, has spent for wars past or to come \$1,975,000,000 enough to have paid the entire national debt and built three Panama Canals, or to have covered the nation with a network of roads.

The cost of our civil war to free the slaves, entirely aside pensions paid since, would have bought, paid for, freed, educated and endowed for life every slave ten times over.

During the past 31 years 71% of the income of the U. S. has been expended for war supplies and pensions, and but 29% for all other purposes combined.

During the 19th century 14,000,000 men were killed in wars between the "civilized" nations, and it cost \$42,000,000,000 to kill them.

Trade Unions Declared Illegal

Efforts by anti-labor organizations to place trade unions under the Sherman Anti-Trust law came one step closer to reality with the recent decision of the United States Circuit Court of Appeals affirming a costly damage suit against the United Hatters Union.

In sustaining the judgment the Court declared that it is no longer debatable "that the anti-trust act is applicable to such combination as are alleged in the complaint," and that the trust act makes no distinction between classes of combinations and individuals.

In order to force payment of the quarter million dollar damage suit against the Hatters, the court has attached the homes and the savings accounts of over 100 members of the union.

The union is expected to appeal the now famous Danbury Hatters' case to the U.S. Supreme Court.

If the Supreme Court should finally sustain the decision of the United States Court of Appeals, then the homes of the workmen, as well as the savings accounts of many hatters, will be seized to satisfy the judgment.

It is feared that the recent decision in the Hatters' case will be the forerunner of an indefinite number of suits that will be filed by hostile interests against the labor organizations of this country.

It behoves the men and women of organized labor of the entire country to insist upon the passage of legislation that will insure their liberty and right to combine for mutual protection.



OPENING JANUARY 31:

MEMBERSHIP SWEEPSTAKES

Thousands of dollars worth of specially-designed Teamster watches—17-jewel Walthams with lifetime guarantee—are waiting to be won.

Every Teamster and his family are eligible!

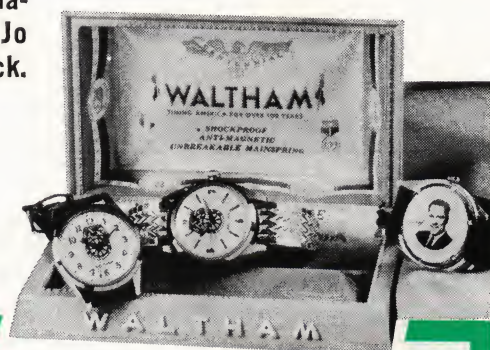
No limit on the number of watches to be awarded. **EVERY-ONE CAN WIN!**

Men's watches have permanently engraved photo of Teamster President Jimmy Hoffa on the back, and Teamster emblem on dial.

Lady's watches have permanently engraved photo of Jo and Jimmy Hoffa on back.



Winners in DLA and Local Union DRIVE contests may pick either—the exquisitely detailed lady's watch, or the handsome, rugged man's watch, available in gold finish or stainless steel.



THE CONTEST RULES

Any DLA or Teamster member wishing to enter must first obtain and fill out an official entry form, available through shop stewards, business agents or local union offices.

Contestant will be issued official receipt book, with numbered receipts. As he or she collects voluntary contributions for DRIVE memberships, the contestant will issue receipts to the new members and retain a stub with new member's name and address and type of membership in the book.

At regular intervals contestants will turn in membership money to official DRIVE Representative and the names of new members. The DRIVE Representative will issue a receipt

to the contestant.

ALL RECEIPT BOOKS MUST BE RETURNED TO DRIVE REPRESENTATIVE.

You Score This Way: For each \$3 Individual DRIVE membership signed, you receive 3 points; for each \$5 Family Membership, you get 5 points, and for each \$1 collected toward a \$100 Life Membership, you receive 1 point.

When you have collected enough voluntary subscriptions to total 150 points, **YOU'RE A WINNER**, and will receive your watch, after proper certification.

CONTEST OPENS JANUARY 31 • CLOSSES MAY 15



Make your plans. Be a winner of a handsome watch (Value: \$71.50)

SWEEPSTAKES SPECTACULAR!